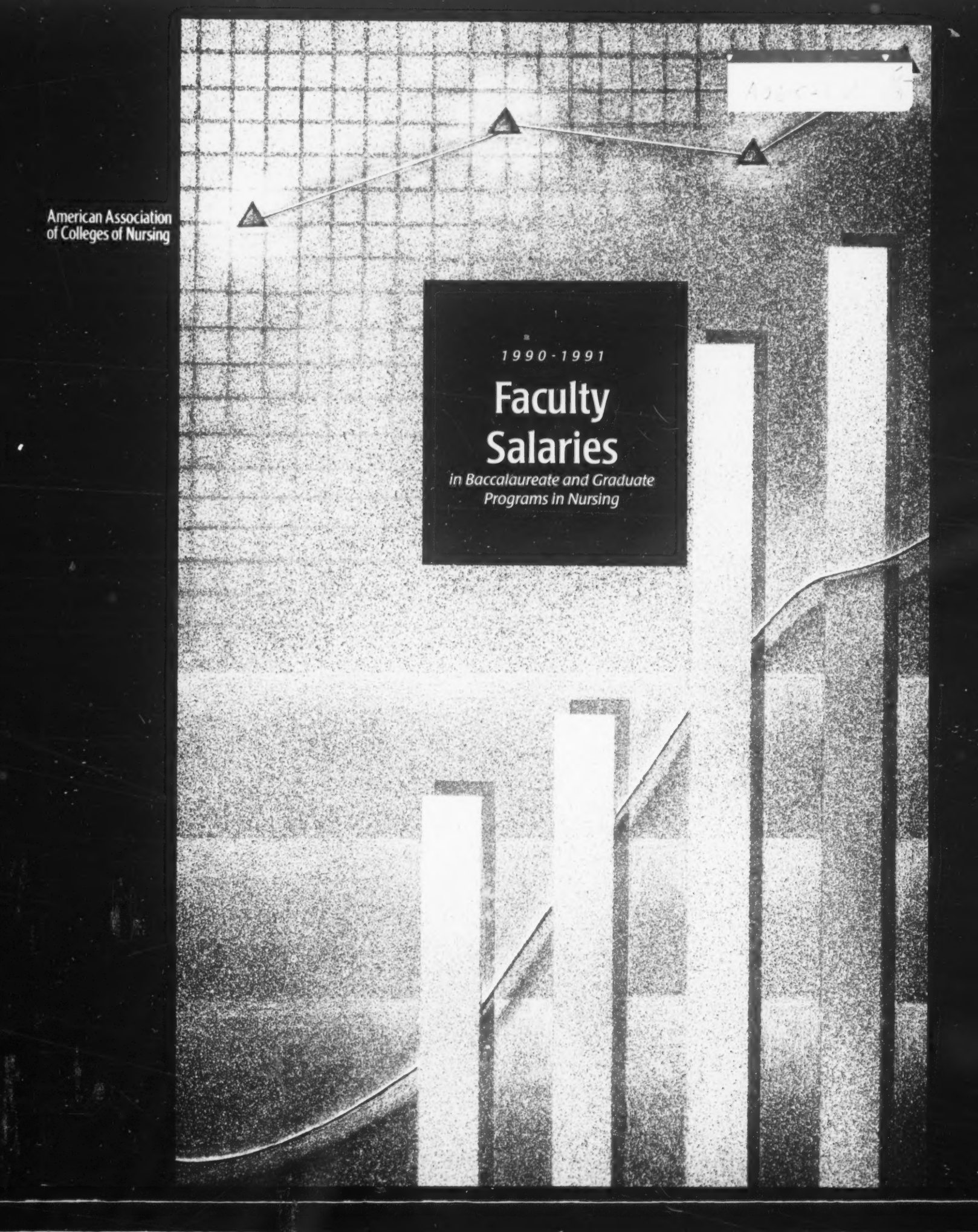
American Association
of Colleges of Nursing
1990-1991
Faculty
Salaries
in Baccalaureate and Graduate
Programs in Nursing

INSTITUTIONAL DATA SYSTEMS

1990-1991

FACULTY SALARIES

IN

Baccalaureate and Graduate Programs in Nursing

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TABLE OF CONTENTS

	Page
Background	1
Methodology	1
Survey Questionnaire	1
Quality of Data	1
Conversion of Salaries	2
Response Rates	2
Results	2
A. Description of the Survey Population	2
1. Institutional Characteristics	2
2. Faculty Characteristics	4
3. Analysis of Gender Differences	9
4. Nonnurse Faculty Characteristics	9
B. Nurse Faculty Salaries	10
1. Overview	10
2. Percentage Increase in Salaries, 1989-90 to 1990-91	16
3. Adjustment of Salaries for the Consumer Price Index	16
4. Nurse Faculty Salaries Stratified by Gender	18
5. Nurse Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level Stratified by Selected Variables	18

LIST OF TABLES

		Page
Table 1.	Institutional Characteristics of Member and Nonmember Respondents	3
Table 2.	Selected Faculty Characteristics of Member (N=379) and Nonmember (N=107) Respondents	5
Table 3.	Number and Percentage of Doctorally Prepared Faculty in Participating Member Schools by Year, 1978-79 to 1990-91	8
Table 4.	Mean and Median Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91	11
Table 5.	Minimum and Maximum Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91	12
Table 6.	Faculty Salary Percentiles for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91	13
Table 7.	ACADEMIC YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level	14
Table 8.	CALENDAR YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level	15
Table 9.	Mean Faculty Salaries for Academic and Calendar Year Basis and Percentage Increase in Salary by Rank and Degree Level, 1988-89 and 1990-91	16
Table 10.	Percentage Change in Mean Faculty Salaries Adjusted for Inflation for Each of the One-Year Periods Since 1986-87	17
Table 11.	Mean and Median Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91	19
Table 12.	Minimum and Maximum Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91	20
Table 13.	Nurse Faculty Salary Percentiles Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91	21

Academic Year Basis Salary Tables

Table 14.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level	22
Table 15.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level	23
Table 16.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level	24
Table 17.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level	25
Table 18.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level	26
Table 19.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level	27
Table 20.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level	28
Table 21.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	29

LIST OF TABLES, CONTINUED

		Page
Table 22.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	30
Table 23.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	31
Table 24.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	32
Table 25.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	33
Table 26.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level	34
Table 27.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level	35
Table 28.	ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level	36

Calendar Year Basis Salary Tables

Table 29.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level	37
Table 30.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level	38
Table 31.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level	39
Table 32.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level	40
Table 33.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level	41
Table 34.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level	42
Table 35.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level	43
Table 36.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	44
Table 37.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level	45

LIST OF TABLES, CONTINUED

		Page
Table 38.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	46
Table 39.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	47
Table 40.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level	48
Table 41.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level	49
Table 42.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level	50
Table 43.	CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level	51

LIST OF FIGURES

Figure 1.	Race/Ethnicity and Rank of Minority Faculty (N=817) in Participating Schools, 1990-91	7
Figure 2.	Faculty Degree Level in Participating Member Schools, 1978-79 to 1990-91	8
Figure 3.	Average Academic Year Faculty Salaries Before and After Adjustment for the CPI by Rank, One-Year Period, 1988-89 to 1989-90	18

LIST OF APPENDICES

Appendix A	Full-time Faculty Survey Questionnaire	52
Appendix B	Institutional Data Systems Instructions for the Full-time Faculty Survey	53
Appendix C	List of Participating Institutions in the 1990-91 IDS Full-time Faculty Survey	54
Appendix D	Carnegie Classification Definitions	59

BACKGROUND

The American Association of Colleges of Nursing (AACN) represents 415 baccalaureate and higher degree programs in nursing. Since its inception, the mission of the Association has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a database supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS), which gathers and publishes data annually on enrollment and graduations, and faculty and deans' salaries with related information. Data on administrative salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially.

This is the 13th annual report on nurse faculty salaries, the first to include nurse faculty salaries for both member and nonmember programs, as well as the first to report salaries after adjustment for inflation. The data presented include current-year salaries as well as percent changes over a 3-year period.

METHODOLOGY

Survey Questionnaire

The survey instrument was designed to gather information on full-time faculty salaries and related information such as gender, race/ethnicity, degree level, faculty rank, and tenure status. The questionnaire and instructions for the full-time faculty survey can be found in Appendices A and B.

Survey forms were mailed to 618 (member = 415, nonmember = 203) baccalaureate and higher degree programs in nursing on September 5, 1990. Institutions that had not responded by the deadline (October 15) were sent reminder postcards on October 24 and November 20. Follow-up telephone calls to the remaining nonrespondents were made from December 4 to December 21.

Quality of Data

Data were edited twice for major reporting and processing errors. Frequency distributions were obtained on all variables in order to detect outliers and inconsistent data. Corrections were made using the data collection instruments, and when necessary, by contacting the institutions for clarification. Full-time faculty members holding principal academic or clinical appointments in other departments or schools were excluded from the analysis. In addition, estimated salary data were also excluded.

Conversion of Salaries

In order to permit comparison between salary bases and to increase cell sizes, all salaries were converted as has been the practice in previous reports. Salaries reported as being on an academic basis (9-10 months) were multiplied by eleven ninths (11/9), whereas calendar-based (11-12 months) salaries were multiplied by nine elevenths (9/11). This conversion permits the salaries of all individuals to appear in all tables.

Response Rates

Of the 618 survey forms mailed, 486 questionnaires (379 member and 107 nonmember) were returned, yielding an overall response rate of 78.6 percent. The response rate for member schools was 91.3 percent; for nonmember schools the rate was 52.7 percent. The list of respondents for the Full-Time Faculty survey may be found in Appendix C. However, the nurse faculty salaries analysis was limited to those schools reporting the following variables: professional status (nurse/nonnurse), degree level, faculty rank, salary, and salary basis. Three hundred sixty-six (88.2%) member and 80 (39.4%) nonmember schools were included in the salaries analysis.

RESULTS

A. Description of the Survey Population

1. Institutional Characteristics

Table 1 summarizes the institutional characteristics of member and nonmember respondents. The majority of both member and nonmember schools were located in the South, 31.4 percent and 36.5 percent, respectively. Fifty-six percent of member programs surveyed were located in public institutions, while almost half of the nonmember programs were located in private religious institutions. Of the member respondents, 70.5 percent were within universities; the majority of nonmember respondents (55.1%) were in four-year colleges. Eighty-six percent of nonmembers described their programs as department or divisions within an institution, whereas the majority of member programs were described as departments or divisions (51.2%) or autonomous schools or colleges (45.1%). Fifty-one percent of member programs were located in metropolitan areas inside city limits; the majority of nonmember programs were located in small cities (29%) or in rural areas (25.2%). Seventy-four (19.5%) member respondents and one (0.9%) nonmember respondent were located in academic health centers. More than one-third of both member and nonmember schools were classified as Comprehensive I institutions. Carnegie Code classifications and definitions appear in Appendix D.

Table 1. Institutional Characteristics of Member and Nonmember Respondents

Characteristic	Member (N=379) Number	%	Nonmember (N=107) Number	%	Total (N=486) Number	%
Region						
North Atlantic	110	29.0	18	16.8	128	26.4
Midwest	110	29.0	33	30.8	143	29.4
South	119	31.4	39	36.5	158	32.5
West	40	10.6	17	15.9	57	11.7
Type of Institution						
Public	214	56.5	42	39.2	256	52.7
Private Secular	65	17.1	16	15.0	81	16.7
Private Religious	98	25.9	49	45.8	147	30.2
Other	2	0.5	0		2	0.4
Parent Institution						
University	267	70.5	44	41.1	311	64.0
Four-year College	107	28.2	59	55.1	166	34.2
Other	5	1.3	4	3.8	9	1.8
Description of Program						
Department/Division	194	51.2	91	85.9	285	58.7
Autonomous	171	45.1	8	7.5	179	36.9
Freestanding	5	1.3	5	4.7	10	2.1
Other	9	2.4	2	1.9	11	2.3
Not Reported	0		(1)		(1)	
Part of Academic Health Center						
Yes	74	19.5	1	0.9	75	15.4
No	305	80.5	106	99.1	411	84.6
Primary Location						
Metropolitan Area/ Inside City Limits	194	51.2	29	27.1	223	45.9
Metropolitan Area/ Outside City Limits	56	14.8	16	14.9	72	14.8
Small City	69	18.2	31	29.0	100	20.6
Rural Area	45	11.9	27	25.2	72	14.8
Multiple Campuses	15	3.9	2	1.9	17	3.5
Other	0		2	1.9	2	0.4
Carnegie Classification						
Comprehensive I	151	39.8	40	37.4	191	39.3
Comprehensive II	39	10.3	19	17.8	58	11.9
Doctorate-Granting I	25	6.6	0		25	5.1
Doctorate-Granting II	25	6.6	1	0.9	26	5.4
Liberal Arts I	9	2.4	3	2.8	12	2.5
Liberal Arts II	48	12.7	33	30.8	81	16.7
Research I	39	10.3	1	0.9	40	8.2
Research II	13	3.4	0		13	2.7
Specialized	22	5.8	3	2.8	25	5.1
Other	6	1.6	5	4.7	11	2.3
Unknown	2	0.5	2	1.9	4	0.8

2. Faculty Characteristics

The characteristics of the faculty from the 486 respondents are presented in Table 2. In terms of the distribution of faculty by geographic region, 32.7 percent were in the South, 30.6 percent in the Midwest, 21.7 percent in the North Atlantic, and 15 percent in the West. A larger proportion of faculty from member schools taught in institutions in the North Atlantic region (22.8% vs. 11.4%). Sixty-six percent taught in public institutions, 17.3 percent in private religious institutions, and 16.4 percent in private secular institutions. Faculty teaching in universities represented 82.6 percent of all faculty, while 15.8 percent taught in four-year colleges. Almost 38 percent were within academic health center settings. The salary basis for the majority of both member and nonmember faculty was on an academic year, 74.1 and 90.2 percent, respectively. Sixty percent of all faculty (N=5,553) taught in institutions within the city limits of large metropolitan areas, 16.8 percent (N=1,557) in small cities, 10.1 percent (N=939) outside the city limits of large metropolitan areas, and 8 percent (N=740) in rural areas. One-fourth of nonmember faculty were located in rural institutions, whereas only 6.2 percent of faculty from member schools were in rural locations.

Ninety-seven percent (N=8,534) of all faculty were female, 91 percent (N=8,318) were white, and 98.1 percent (N=9,042) were nurses. Blacks represented the largest minority faculty population (5.4%), followed by Asians (2%). Hispanics (0.8%) and Native Americans (0.8%) are notably poorly represented in this survey of faculty salaries. Nonmember schools reported larger proportions of Asian (4%) and Hispanic (2.4%) faculty members; whereas member schools reported larger proportions of Blacks (5.7%) and Native Americans (0.8%). With respect to rank, 8.5 percent of full-time faculty were professors, 25.8 percent were associate professors, 42.8 percent were assistant professors, 14.8 percent were instructors, and 8.1 percent were classified as "other". The distribution of rank was similar for member and nonmember schools, except member schools reported a larger proportion of faculty members classified as "other" (clinical specialists, lecturers, and visiting professors). The distribution of race/ethnicity and academic rank of minority faculty is presented in Figure 1.

Table 2. Selected Faculty Characteristics of Member (N=379) and Nonmember (N=107) Respondents

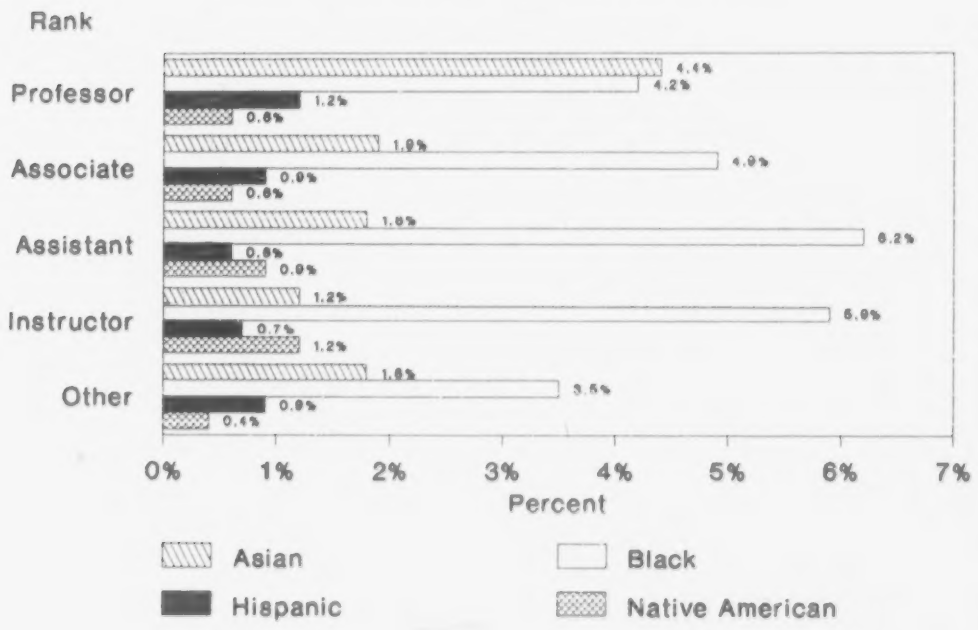
Characteristic	Member (N=8,382) Number	%	Nonmember (N=895) Number	%	Total (N=9,277) Number	%
Region						
North Atlantic	1,907	22.8	102	11.4	2,009	21.7
Midwest	2,550	30.4	291	32.5	2,841	30.6
South	2,703	32.2	330	36.9	3,033	32.7
West	1,222	14.6	172	19.2	1,394	15.0
Type of Institution						
Public	5,707	68.1	420	46.9	6,127	66.0
Private Secular	1,423	17.0	99	11.1	1,522	16.4
Private Religious	1,230	14.7	376	42.0	1,606	17.3
Other	22	0.3	0		22	0.2
Parent Institution						
University	7,197	85.9	466	52.1	7,663	82.6
Four-year College	1,069	12.8	393	43.9	1,462	15.8
Other	116	1.4	36	4.0	152	1.6
Part of Academic Health Center						
Yes	3,483	41.6	18	2.0	3,501	37.7
No	4,899	58.4	877	98.0	5,776	62.3
Primary Location						
Metropolitan Area/ Inside City Limits	5,267	62.8	286	32.0	5,553	59.9
Metropolitan Area/ Outside City Limits	845	10.1	94	10.5	939	10.1
Small City	1,279	15.3	278	31.1	1,557	16.8
Rural Area	521	6.2	219	24.5	740	8.0
Multiple Campuses	470	5.6	11	1.2	481	5.2
Other	0		7	0.8	7	0.1
Salary Basis						
Academic Year	5,903	74.1	768	90.2	6,671	75.6
Calendar Year	2,068	25.9	83	9.8	2,151	24.4
Not Reported	(411)		(44)		(455)	
Gender						
Female	7,752	96.8	782	97.6	8,534	96.9
Male	253	3.2	19	2.4	272	3.1
Not Reported	(377)		(94)		(471)	

Table 2., continued Selected Faculty Characteristics of Member (N=379) and Nonmember (N=107) Respondents

Characteristic	Member (N=8,382) Number	%	Nonmember (N=895) Number	%	Total (N=9,277) Number	%
Race/Ethnicity						
White	7,515	91.1	803	90.5	8,318	91.0
Black	472	5.7	25	2.8	497	5.4
Asian	146	1.8	35	4.0	181	2.0
Hispanic	51	0.6	21	2.4	72	0.8
Native American	68	0.8	3	0.3	71	0.8
Not Reported	(130)		(8)		(138)	
Professional Status						
Nurse	8,151	97.9	891	99.7	9,042	98.1
Nonnurse	171	2.1	3	0.3	174	1.9
Not Reported	(60)		(1)		(61)	
Rank						
Professor	711	8.5	71	7.9	782	8.5
Associate Professor	2,150	25.7	235	26.3	2,385	25.8
Assistant Professor	3,571	42.7	392	43.8	3,963	42.8
Instructor	1,200	14.4	173	19.4	1,373	14.8
Other *	726	8.7	23	2.6	749	8.1
Not Reported	(24)		(1)		(25)	
Degree Level						
Doctoral	3,539	42.6	156	18.0	3,695	40.3
Nondoctoral	4,770	57.4	709	82.0	5,479	59.7
Not Reported	(73)		(30)		(103)	
Career Track						
Tenure Track	5,279	67.8	559	69.9	5,838	68.0
Nontenure Track	2,505	32.2	241	30.1	2,746	32.0
Not Reported	(598)		(95)		(693)	
Tenure Status						
Tenured	3,092	38.7	306	37.2	3,398	38.6
Not Tenured	3,925	49.2	472	57.4	4,397	49.9
Special	968	12.1	44	5.4	1,012	11.5
Not Reported	(397)		(73)		(470)	
Teaching Responsibilities						
Undergraduate	5,002	62.6	860	96.4	5,862	66.0
Graduate	1,329	16.6	13	1.5	1,342	15.1
Both	1,663	20.8	19	2.1	1,682	18.9
Not Reported	(388)		(3)		(391)	

* Includes clinical specialists, lecturers, and visiting professors.

Figure 1. Race/Ethnicity and Rank of Minority Faculty (N=817) in Participating Schools, 1990-91



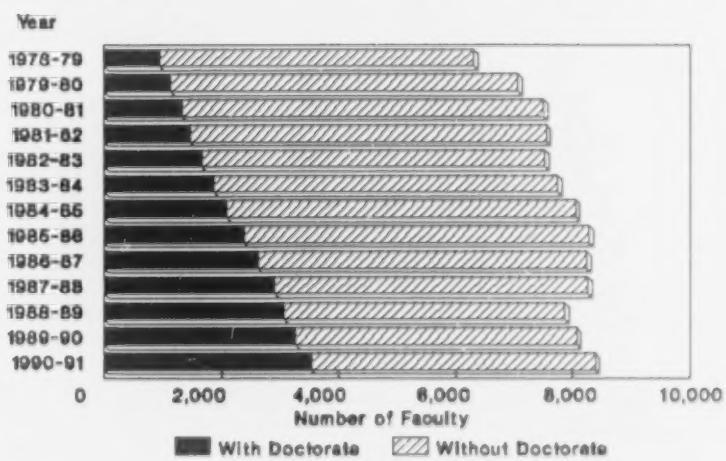
Rank/ethnicity and/or rank not reported = 162

Forty percent (N=3,695) of all faculty had doctoral preparation; member schools had a higher percentage of faculty with doctoral degrees than nonmembers (42.6% versus 18%). The number and percentage of doctorally prepared faculty in participating member schools for the past 12 years are presented in Table 3. The changing proportions of doctorally to nondoctorally prepared faculty in member institutions are displayed in Figure 2. Almost 39 percent (N=3,398) of all member and nonmember faculty were tenured (Table 2).

Table 3. Number and Percentage of Doctorally Prepared Faculty in Participating Member Schools by Year, 1978-79 to 1990-91

Year	Participating Schools	Total Faculty	Doctorally Prepared Faculty	
			Number	Percent
1978-79	189	6,297	944	15.0
1979-80	206	7,062	1,136	16.1
1980-81	230	7,499	1,320	17.6
1981-82	256	7,547	1,464	19.4
1982-83	287	7,516	1,659	22.1
1983-84	312	7,732	1,863	24.1
1984-85	339	8,043	2,082	25.9
1985-86	357	8,267	2,375	28.7
1986-87	363	8,237	2,621	31.8
1987-88	356	8,277	2,913	35.2
1988-89	362	7,984	3,101	38.8
1989-90	376	8,001	3,286	41.1
1990-91	379	8,309	3,539	42.6

Figure 2. Faculty Degree Level in Participating Member Schools, 1978-79 to 1990-91



3. Analysis of Gender Differences

The characteristics of the total faculty (nurse and nonnurse) from the respondent schools were studied in relation to gender. These characteristics included AACN membership status, race/ethnicity, degree status, academic health center affiliation, institutional sponsorship, type of parent institution, geographic location, rank, tenure status, and teaching responsibilities. The following variables were associated with male faculty members at the $p \leq .05$ level: doctoral degrees; "other" faculty appointments (clinical specialist, lecturer, and visiting professor); teaching responsibilities for graduate students; and affiliation with universities, private secular institutions, academic health centers, and institutions having multiple campuses. Female faculty members, on the other hand, were more likely to be assistant professors, employed by private religious institutions and four-year colleges ($p \leq .05$). The remaining variables were not statistically significant. The association between gender and salary for the total faculty was not examined.

4. Nonnurse Faculty Characteristics

Slightly less than 2 percent (N=174) of the faculty were not nurses (Table 2). Complete data were available for 144 of these individuals with respect to doctoral status, rank, salary basis, salary, institutional characteristics, geographic location, and membership status. Sixty-eight percent (N=98) of this group had doctoral preparation. Almost 21 percent (N=30) were full professors, 26.4 percent (N=38) were associate professors, 17.4 percent were assistant professors (N=25), 5.6 percent were instructors (N=8), and 29.9 percent were classified as "other" (N=43). The salary basis for 59 percent (N=85) was on a calendar year. The majority (80.6%) of nonnurse faculty members were affiliated with public institutions, 93.8 percent taught in universities, and 78 percent were located in metropolitan areas inside city limits. Ninety-nine (N=143) percent of nonnurse faculty were affiliated with AACN member schools.

Sixty-four percent (92 of 143) of these individuals were women. Ninety percent (128 of 142) of nonnurse faculty were white, 5.6 percent were Asian, 2.8 percent were Black. Native American and Hispanics represented 1.4 percent (N=2) of the nonnurse group. The tables in this report do not include data on nonnurse faculty members.

Salaries for nonnurse faculty with doctoral preparation on a calendar year basis ranged from $36,104 to $69,186 for assistant professors; from $37,440 to $76,218 for associate professors; and from $43,267 to $104,640 for full professors. Academic year salaries of doctorally prepared individuals ranged from $29,540 to $56,607 for an assistant professor; from $30,633 to $62,360 for an associate professor; and from $35,400 to $85,614 for a full professor.

B. Nurse Faculty Salaries

1. Overview

Faculty were included in the analyses of salary if they were nurses and there were no missing data on degree level, rank, salary, and salary basis. Complete data were returned for 8,304 nurse faculty (91.8% of nurse faculty). Mean, median, minimum and maximum salaries, as well as percentiles for academic and calendar year basis salaries by rank and degree levels for the 7,631 faculty from member schools and the 673 faculty from nonmember schools are presented in Tables 4, 5, and 6.

Minimum and maximum salaries for faculty according to rank by source of institutional support and faculty degree level for both academic and calendar year based salaries are found in Tables 7 and 8, respectively. Seventy-five percent (N=6,267) of the faculty salaries were reported on an academic basis with salaries ranging from a low of $15,500 for an instructor without a doctoral degree in a private religious institution to a high of $93,700 for a doctorally prepared professor in a private secular institution. The salaries reported on a calendar basis (N=2,037; 25% of total) ranged from a low of $18,944 for a nondoctorally prepared instructor to a high of $114,522 for a professor with a doctorate in a private secular institution.

Mean, median, and percentile salaries for academic and calendar bases for faculty with and without doctoral preparation by faculty rank are also found in Tables 7 and 8. It is of no surprise that there are higher mean and median salaries in calendar year based salaries than in academically based salaries. Additionally, there are higher mean salaries for doctorally prepared faculty in contrast to nondoctorally prepared faculty. There is evidence of a steady increase in mean salary with rank for both academically based and calendar based salaries and for doctorally and nondoctorally prepared faculty. Regarding percentile salaries, the salary figure is the salary at that percentile. Salary ranges within a quartile can be constructed in relation to other quartiles. For example, the third quartile salaries on an academic year basis for a doctorally prepared professor at a member school range from $52,461 through and including $58,116.

Table 4. Mean and Median Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91

Academic Year Basis	Member (N=7,631)			Nonmember (N=673)			Total Faculty (N=8,304)		
Rank and Degree Level	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Professor									
Doctoral	$52,932	$10,629	$51,810	$43,122	$7,636	$41,855	$52,453	$10,710	$51,280
Nondoctoral	46,968	10,289	46,940	35,371	7,657	35,292	44,207	10,876	44,312
Associate Professor									
Doctoral	42,612	6,802	41,991	38,221	7,595	36,938	42,431	6,889	41,700
Nondoctoral	37,203	5,705	36,591	32,378	5,948	33,226	36,389	6,020	35,988
Assistant Professor									
Doctoral	36,972	4,745	36,500	34,705	5,568	33,763	36,921	4,774	36,491
Nondoctoral	31,704	4,647	31,000	29,192	4,432	29,060	31,421	4,690	30,728
Instructor									
Doctoral	33,660	5,902	33,749	.	.	.	33,660	5,902	33,749
Nondoctoral	29,240	4,570	28,495	26,140	4,791	26,583	28,902	4,694	28,230
Other Faculty *									
Doctoral	36,048	6,027	34,648	.	.	.	36,239	6,102	34,864
Nondoctoral	29,904	5,185	29,640	30,954	3,366	30,183	29,916	5,166	29,665

Calendar Year Basis	Member (N=7,631)			Nonmember (N=673)			Total Faculty (N=8,304)		
Rank and Degree Level	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Professor									
Doctoral	$64,694	$12,991	$63,323	$52,704	$9,333	$51,156	$64,109	$13,089	$62,676
Nondoctoral	57,405	12,576	57,371	43,231	9,359	43,135	54,030	13,293	54,159
Associate Professor									
Doctoral	52,081	8,313	51,322	46,714	9,283	45,146	51,860	8,420	50,967
Nondoctoral	45,470	6,973	44,722	39,573	7,270	40,609	44,475	7,358	43,986
Assistant Professor									
Doctoral	45,188	5,799	44,611	42,417	6,806	41,266	45,125	5,835	44,600
Nondoctoral	38,749	5,679	37,889	35,679	5,417	35,518	38,404	5,732	37,557
Instructor									
Doctoral	41,139	7,214	41,249	.	.	.	41,139	7,214	41,249
Nondoctoral	35,738	5,586	34,827	31,948	5,855	32,490	35,324	5,737	34,503
Other Faculty *									
Doctoral	44,059	7,366	42,348	.	.	.	44,292	7,458	42,612
Nondoctoral	36,549	6,337	36,227	37,832	4,114	36,890	36,564	6,314	36,258

Note: See Table 5 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

Table 5. Minimum and Maximum Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91

Academic Year Basis	Member (N=7,631)			Nonmember (N=673)			Total Faculty (N=8,304)		
Rank and Degree Level	N	Min	Max	N	Min	Max	N	Min	Max
Professor									
Doctoral	604	$29,324	$93,700	31	$30,273	$59,464	635	$29,324	$93,700
Nondoctoral	48	29,235	76,415	15	23,040	45,370	63	23,040	76,415
Associate Professor									
Doctoral	1,397	24,545	78,000	60	26,000	63,000	1,457	24,545	78,000
Nondoctoral	626	22,909	62,692	127	19,680	56,600	753	19,680	62,692
Assistant Professor									
Doctoral	1,212	23,500	63,659	28	25,766	44,000	1,240	23,500	63,659
Nondoctoral	2,144	18,818	58,245	272	18,000	42,600	2,416	18,000	58,245
Instructor									
Doctoral	32	21,424	47,000	0	.	.	32	21,424	47,000
Nondoctoral	1,093	18,000	57,682	134	15,500	38,129	1,227	15,500	57,682
Other Faculty *									
Doctoral	46	29,962	57,152	1	.	.	47	29,962	57,152
Nondoctoral	429	10,512	52,042	5	28,000	36,540	434	10,512	52,042

Calendar Year Basis	Member (N=7,631)			Nonmember (N=673)			Total Faculty (N=8,304)		
Rank and Degree Level	N	Min	Max	N	Min	Max	N	Min	Max
Professor									
Doctoral	604	$35,840	114,522	31	$37,000	$72,678	635	$35,840	114,522
Nondoctoral	48	35,732	93,396	15	28,160	55.452	63	28,160	93,396
Associate Professor									
Doctoral	1,397	30,000	95,333	60	31,778	77,000	1,457	30,000	95,333
Nondoctoral	626	28,000	76,623	127	24,053	69,178	753	24,053	76,623
Assistant Professor									
Doctoral	1,212	28,722	77,806	28	31,492	53,778	1,240	28,722	77,806
Nondoctoral	2,144	23,000	71,188	272	22,000	52,067	2,416	22,000	71,188
Instructor									
Doctoral	32	26,185	57,444	0	.	.	32	26,185	57,444
Nondoctoral	1,093	22,000	70,500	134	18,944	46,602	1,227	18,944	70,500
Other Faculty *									
Doctoral	46	36,620	69,852	1	.	.	47	36,620	69,852
Nondoctoral	429	12,848	63,607	5	34,222	44,660	434	12,848	63,607

* Includes clinical specialists, lecturers, and visiting professors.

Table 6. Faculty Salary Percentiles for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91

Academic Year Basis	Member (N=7,631)			Nonmember (N=673)			Total Faculty (N=8,304)		
Rank and Degree Level	25%	50%	75%	25%	50%	75%	25%	50%	75%
Professor									
Doctoral	$45,199	$51,760	$58,116	$36,834	$41,855	$49,700	$44,838	$51,280	$58,116
Nondoctoral	39,981	46,940	53,403	29,844	35,292	43,298	34,541	44,312	51,141
Associate Professor									
Doctoral	38,000	41,965	46,814	32,796	36,938	40,678	37,852	41,700	46,747
Nondoctoral	33,532	36,591	40,378	27,500	33,226	36,000	32,821	35,988	39,717
Assistant Professor									
Doctoral	34,087	36,500	39,449	29,928	33,763	40,050	34,010	36,491	39,449
Nondoctoral	28,421	31,000	34,215	26,250	29,060	31,760	28,124	30,728	34,055
Instructor									
Doctoral	28,664	33,749	36,791	.	.	.	28,664	33,749	36,791
Nondoctoral	26,000	38,495	31,986	23,375	26,583	29,450	25,900	28,230	31,763
Other Faculty *									
Doctoral	32,545	34,648	37,126	.	.	.	32,560	34,864	37,165
Nondoctoral	27,000	29,640	32,083	28,392	30,183	33,900	27,000	29,665	32,075

Calendar Year Basis	Member (N=7,631)			Nonmember (N=673)			Total Faculty (N=8,304)		
Rank and Degree Level	25%	50%	75%	25%	50%	75%	25%	50%	75%
Professor									
Doctoral	$55,243	$63,262	$71,031	$45,019	$51,156	$60,744	$54,802	$62,676	$71,031
Nondoctoral	48,866	57,371	65,271	36,476	43,135	52,920	42,217	54,159	62,506
Associate Professor									
Doctoral	46,444	51,291	57,217	40,084	45,146	49,717	46,264	50,967	57,135
Nondoctoral	40,984	44,722	49,351	33,611	40,609	44,000	40,115	43,986	48,545
Assistant Professor									
Doctoral	41,662	44,611	48,216	36,579	41,266	48,950	41,567	44,600	48,215
Nondoctoral	34,737	37,889	41,818	32,083	35,518	38,818	34,374	37,557	41,623
Instructor									
Doctoral	35,034	41,249	44,967	.	.	.	35,034	41,249	44,967
Nondoctoral	31,778	34,827	39,094	28,569	32,490	35,994	31,655	34,503	38,821
Other Faculty *									
Doctoral	39,777	42,348	45,376	.	.	.	39,795	42,612	45,424
Nondoctoral	33,000	36,227	39,213	34,702	36,890	41,434	33,000	36,258	39,203

Note: See Table 5 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

Table 7.

ACADEMIC YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	489	$33,062	$90,725	1057	$28,765	$78,000	922	$23,500	$63,659	15	$25,659	$43,500
Nondoctoral	47	$23,040	$76,415	496	$19,680	$62,692	1487	$19,380	$58,245	763	$16,549	$43,609
Secular												
Doctoral	76	$29,324	$93,700	204	$24,545	$71,500	193	$25,900	$60,700	14	$27,000	$47,000
Nondoctoral	5	$31,335	$64,010	73	$26,500	$48,886	333	$20,000	$56,455	270	$21,905	$57,682
Religious												
Doctoral	70	$31,320	$65,570	195	$25,912	$56,935	125	$25,200	$47,918	3	$21,424	$34,364
Nondoctoral	11	$30,500	$52,925	183	$23,130	$44,000	577	$18,000	$42,873	193	$15,500	$41,270
Total												
Doctoral	635	$29,324	$93,700	1457	$24,545	$78,000	1240	$23,500	$63,659	32	$21,424	$47,000
Nondoctoral	63	$23,040	$76,415	753	$19,680	$62,692	2416	$18,000	$58,245	1227	$15,500	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$53,498	$9,633	$52,460	$43,057	$6,569	$41,932	$37,068	$4,558	$36,491	$32,511	$4,571	$32,318
Nondoctoral	$45,031	$10,702	$45,370	$38,150	$5,790	$37,316	$32,262	$4,344	$31,588	$28,306	$3,737	$27,972
Secular												
Doctoral	$53,570	$15,545	$50,771	$42,394	$7,650	$42,914	$37,824	$5,648	$37,800	$35,868	$6,472	$36,122
Nondoctoral	$49,514	$15,365	$57,183	$35,136	$4,570	$33,864	$32,246	$5,303	$31,559	$32,703	$5,202	$32,475
Religious												
Doctoral	$43,939	$7,226	$43,084	$39,104	$6,826	$37,856	$34,441	$4,047	$34,642	$29,096	$6,797	$31,500
Nondoctoral	$38,271	$7,485	$34,241	$32,120	$4,786	$31,627	$28,844	$4,252	$28,440	$25,945	$4,100	$25,909
Total												
Doctoral	$52,453	$10,710	$51,280	$42,431	$6,889	$41,700	$36,921	$4,774	$36,491	$33,660	$5,902	$33,749
Nondoctoral	$44,207	$10,876	$44,312	$36,389	$6,020	$35,988	$31,421	$4,690	$30,728	$28,902	$4,694	$28,230

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$46,553	$52,460	$58,116	$38,390	$41,932	$47,184	$34,320	$36,491	$39,333	$28,350	$32,318	$35,653
Nondoctoral	$39,461	$45,370	$51,141	$34,611	$37,316	$41,514	$29,250	$31,588	$34,764	$25,875	$27,972	$30,500
Secular												
Doctoral	$42,054	$50,771	$61,725	$38,000	$42,914	$46,165	$34,306	$37,800	$41,163	$30,750	$36,122	$39,560
Nondoctoral	$32,938	$57,183	$62,255	$31,519	$33,864	$38,394	$28,421	$31,559	$35,000	$29,349	$32,475	$35,893
Religious												
Doctoral	$38,962	$43,084	$46,906	$33,395	$37,856	$44,555	$31,568	$34,642	$37,250	$21,424	$31,500	.
Nondoctoral	$32,090	$34,241	$44,160	$28,300	$31,627	$36,000	$25,700	$28,440	$31,388	$23,410	$25,909	$28,473
Total												
Doctoral	$44,838	$51,280	$58,116	$37,852	$41,700	$46,747	$34,010	$36,491	$39,449	$28,664	$33,749	$36,791
Nondoctoral	$34,541	$44,312	$51,141	$32,821	$35,988	$39,717	$28,124	$30,728	$34,055	$25,900	$28,230	$31,763

Table 8. CALENDAR YEAR: Minimum, Maximum, Mean, Median, and Percentile Salaries for ALL SCHOOLS According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	489	$40,409	$110,886	1057	$35,157	$95,333	922	$28,722	$77,806	15	$31,361	$53,167
Nondoctoral	47	$28,160	$93,396	496	$24,053	$76,624	1487	$23,687	$71,188	763	$20,227	$53,300
Secular												
Doctoral	76	$35,840	$114,522	204	$30,000	$87,389	193	$31,656	$74,189	14	$33,000	$57,444
Nondoctoral	5	$38,298	$78,234	73	$32,389	$59,750	333	$24,444	$69,000	270	$26,773	$70,500
Religious												
Doctoral	70	$38,280	$80,141	195	$31,670	$69,587	125	$30,800	$58,566	3	$26,185	$42,000
Nondoctoral	11	$37,278	$64,686	183	$28,270	$53,778	577	$22,000	$52,400	193	$18,944	$50,441
Total												
Doctoral	635	$35,840	$114,522	1457	$30,000	$95,333	1240	$28,722	$77,806	32	$26,185	$57,444
Nondoctoral	63	$28,160	$93,396	753	$24,053	$76,624	2416	$22,000	$71,188	1227	$18,944	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$65,387	$11,774	$64,118	$52,626	$8,029	$51,250	$45,305	$5,571	$44,600	$39,736	$5,586	$39,500
Nondoctoral	$55,038	$13,081	$55,452	$46,628	$7,077	$45,608	$39,431	$5,309	$38,607	$34,597	$4,567	$34,188
Secular												
Doctoral	$65,474	$18,999	$62,054	$51,815	$9,350	$52,450	$46,229	$6,903	$46,200	$43,839	$7,910	$44,149
Nondoctoral	$60,517	$18,779	$69,890	$42,944	$5,585	$41,389	$39,412	$6,481	$38,572	$39,971	$6,358	$39,692
Religious												
Doctoral	$53,703	$8,832	$52,658	$47,793	$8,343	$46,268	$42,095	$4,946	$42,340	$35,562	$8,307	$38,500
Nondoctoral	$46,775	$9,148	$41,850	$39,258	$5,850	$38,655	$35,254	$5,196	$34,760	$31,710	$5,011	$31,666
Total												
Doctoral	$64,109	$13,089	$62,676	$51,860	$8,420	$50,967	$45,125	$5,835	$44,600	$41,139	$7,214	$41,249
Nondoctoral	$54,030	$13,293	$54,159	$44,475	$7,358	$43,986	$38,404	$5,732	$37,557	$35,324	$5,737	$34,503

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$56,898	$64,118	$71,031	$46,921	$51,250	$57,669	$41,947	$44,600	$48,074	$34,650	$39,500	$43,576
Nondoctoral	$48,230	$55,452	$62,506	$42,303	$45,608	$50,740	$35,750	$38,607	$42,489	$31,625	$34,188	$37,278
Secular												
Doctoral	$51,400	$62,054	$75,442	$46,444	$52,450	$56,424	$41,930	$46,200	$50,311	$37,583	$44,149	$48,351
Nondoctoral	$40,257	$69,890	$76,089	$38,524	$41,389	$46,926	$34,737	$38,572	$42,778	$35,871	$39,692	$43,870
Religious												
Doctoral	$47,621	$52,658	$57,329	$40,816	$46,268	$54,456	$38,584	$42,340	$45,528	$26,185	$38,500	.
Nondoctoral	$39,221	$41,850	$53,973	$34,589	$38,655	$44,000	$31,411	$34,760	$38,364	$28,612	$31,666	$34,800
Total												
Doctoral	$54,802	$62,676	$71,031	$46,264	$50,967	$57,135	$41,567	$44,600	$48,215	$35,034	$41,249	$44,967
Nondoctoral	$42,217	$54,159	$62,506	$40,115	$43,986	$48,544	$34,374	$37,557	$41,623	$31,655	$34,503	$38,821

2. Percentage Increase in Salaries, 1989-90 to 1990-91

Percentage increase in mean salaries for 1990-1991 for full-time faculty in the 446 institutions ranges from 3.3 to 6.6 percent above the mean salaries for salaries reported by the 374 institutions in the IDS 1989-90 report (Table 9). The doctorally prepared instructor had the smallest percentage increase.

3. Adjustment of Salaries for the Consumer Price Index

In order to adjust for increases in the cost of living, salary data for each of the three one-year periods since 1986-1987 were examined to determine the "real" change when the rate of inflation, as measured by the Consumer Price Index (CPI), was considered. In general, for each academic (July 1-June 30) or calendar (January 1- December 31) one-year period, most salaries, in terms of "real" dollars, increased for all ranks and degree levels. Only doctorally prepared instructors and nondoctorally prepared professors (academic and calendar year basis) and associate professors with doctoral degrees (academic year basis) experienced decreases in "real" dollars (Table 10). The average academic year faculty salaries, before and after adjustment for the CPI, for the one-year period 1988-89 to 1989-90 are presented in Figure 3.

Table 9. Mean Faculty Salaries for Academic and Calendar Year Basis and Percentage Increase in Salary by Rank and Degree Level, 1988-89 and 1990-91

Rank and Degree Level	Number of Faculty 1989-90	Number of Faculty 1990-91	Academic Year Basis 1989-90	Academic Year Basis 1990-91	Calendar Year Basis 1989-90	Calendar Year Basis 1990-91	Percentage Increase in Salary 1990-91
Professor							
Doctoral	593	604	$49,634	$52,932	$60,664	$64,694	6.6
Nondoctoral	67	48	45,212	$46,968	55,259	57,405	3.9
Associate Professor							
Doctoral	1,309	1,397	40,444	42,612	49,431	52,081	5.4
Nondoctoral	647	626	35,198	37,203	43,020	45,470	5.7
Assistant Professor							
Doctoral	1,186	1,212	35,550	36,972	43,450	45,188	4.0
Nondoctoral	2,327	2,144	30,004	31,704	36,672	38,749	5.7
Instructor							
Doctoral	31	32	32,585	33,660	39,827	41,139	3.3
Nondoctoral	1,134	1,093	27,705	29,240	33,862	35,738	5.5

Table 10. Percentage Change in Mean Faculty Salaries Adjusted for Inflation for Each of the One-Year Periods Since 1986-87

Academic Year Basis

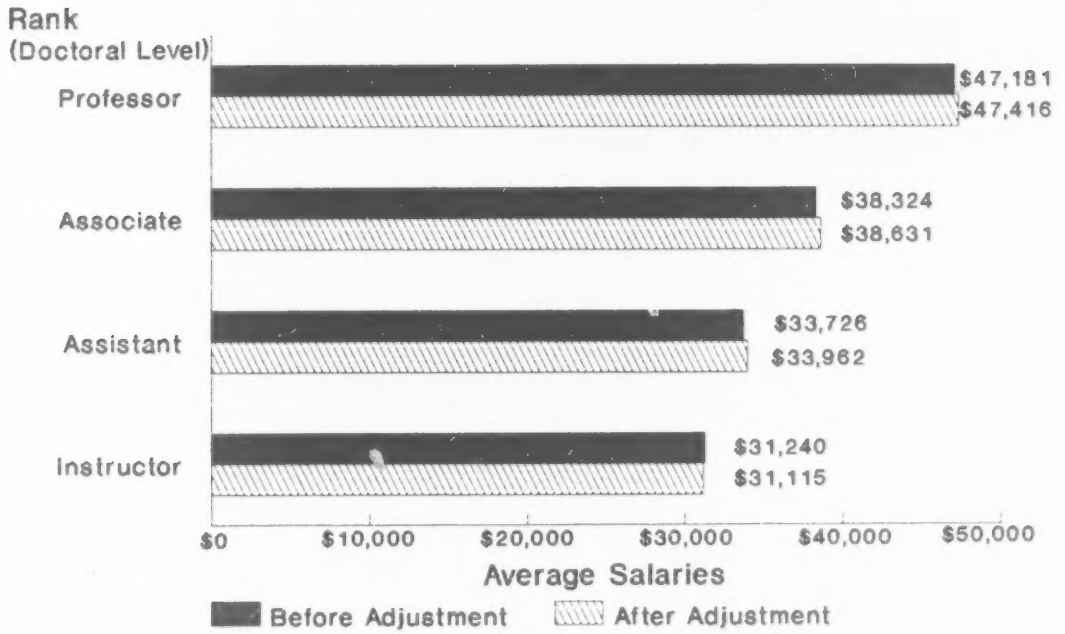
Increase in Monetary Salary [1]								Increase After Adjustment for Inflation [2]								Increase in CPI [3]
Professor		Associate		Assistant		Instructor		Professor		Associate		Assistant		Instructor		
Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	
1988-89 to 1989-90																
5.2	1.6	5.5	4.9	5.4	5.6	4.3	8.1	0.5	-3.0	0.8	0.2	0.7	0.9	-0.4	3.2	4.7
1987-88 to 1988-89																
5.2	7.5	4.4	5.1	6.4	5.5	12.0	6.2	0.6	2.8	-0.2	0.5	1.7	0.9	7.1	1.5	4.6
1986-87 to 1987-88																
5.9	3.5	5.8	4.6	4.4	4.7	5.0	5.3	1.7	-0.6	1.6	0.5	0.3	0.6	0.9	1.1	4.1

Calendar Year Basis

Increase in Monetary Salary [1]								Increase After Adjustment for Inflation [2]								Increase in CPI [3]
Professor		Associate		Assistant		Instructor		Professor		Associate		Assistant		Instructor		
Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	Doc	Non	
1988-89 to 1989-90																
5.2	1.6	5.5	4.9	5.4	5.6	4.3	8.1	0.4	-3.0	0.7	0.1	0.6	0.8	-0.5	3.1	4.8
1987-88 to 1988-89																
5.2	7.5	4.4	5.1	6.4	5.5	12.0	6.2	1.1	3.3	0.3	1.0	2.2	1.3	7.6	2.0	4.1
1986-87 to 1987-88																
5.9	3.5	5.8	4.6	4.4	4.7	5.0	5.3	2.1	-0.2	2.0	0.9	0.7	1.0	1.2	1.5	3.7

[1] Monetary salary is the reported mean annual salary; [2] Negative numbers = decreases in buying power; [3] CPI = **Consumer Price Index – All Urban Consumers**; Source: Bureau of Labor Statistics.

Figure 3. Average Academic Year Faculty Salaries Before and After Adjustment for the CPI by Rank, One-Year Period, 1988-89 to 1989-90



4. Nurse Faculty Salaries Stratified by Gender

Nurse faculty salaries were also stratified by gender in addition to rank, degree status, and academic/calendar year. Median salaries were higher for female nurse faculty members at each rank and degree level excepting nondoctorally prepared instructors (Table 11). Minimum and maximum salaries and quartile salaries are presented in Tables 12 and 13.

5. Nurse Faculty Salaries for Academic and Calendar Year Basis According to Rank and Degree Level Stratified by Selected Variables

Minimum and maximum salaries, mean salaries with standard deviations, median salaries, and quartile salaries are presented on both an academic and a calendar basis for faculty ranks according to degree level for source of institutional support; region; universities; four-year colleges; academic health centers; tenure status; teaching responsibilities; and schools with baccalaureate, masters, and doctoral programs. Academic year data are found in Tables 14 through 28. Calendar year data appear in Tables 29 through 43.

NOTE: THE VALID N AND TOTAL OF FACULTY IN EACH RANK AND DEGREE LEVEL MAY VARY WITHIN TABLES DUE TO INSTITUTIONS THAT WERE NOT CLASSIFIED AS PUBLIC, SECULAR, OR RELIGIOUS.

Table 11. Mean and Median Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91

Academic Year Basis	Female			Male		
Rank and Degree Level	Mean	SD	Median	Mean	SD	Median
Professor						
Doctoral	$52,715	$10,795	$51,730	$51,209	$9,210	$48,454
Nondoctoral	43,919	10,936	44,160	.	.	.
Associate Professor						
Doctoral	42,510	6,930	41,821	42,233	7,570	41,243
Nondoctoral	36,439	6,032	35,980	33,733	7,268	35,659
Assistant Professor						
Doctoral	36,955	4,802	36,500	36,565	4,440	36,409
Nondoctoral	31,452	4,638	30,713	32,856	6,842	31,992
Instructor						
Doctoral	33,886	6,048	33,953	29,250	3,182	29,250
Nondoctoral	28,892	4,574	28,332	33,303	9,416	29,864
Other Faculty *						
Doctoral	36,179	6,155	34,648	.	.	.
Nondoctoral	30,019	5,197	29,820	27,488	3,193	27,800

Calendar Year Basis	Female			Male		
Rank and Degree Level	Mean	SD	Median	Mean	SD	Median
Professor						
Doctoral	$64,429	$13,194	$63,225	$62,589	$11,256	$59,221
Nondoctoral	53,679	13,366	53,973	.	.	.
Associate Professor						
Doctoral	51,956	8,470	51,114	51,618	9,252	50,408
Nondoctoral	44,536	7,372	43,975	41,229	8,883	43,583
Assistant Professor						
Doctoral	45,168	5,870	44,611	44,691	5,427	44,500
Nondoctoral	38,442	5,669	37,538	40,158	8,363	39,102
Instructor						
Doctoral	41,416	7,393	41,498	35,750	3,889	35,750
Nondoctoral	35,313	5,590	34,628	40,703	11,508	36,500
Other Faculty *						
Doctoral	44,218	7,523	42,348	.	.	.
Nondoctoral	36,690	6,352	36,447	33,506	3,903	33,978

Note: See Table 12 for number of faculty in each rank and degree level.
* Includes clinical specialists, lecturers, and visiting professors.

Table 12. Minimum and Maximum Nurse Faculty Salaries Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91

Academic Year Basis	Female			Male		
Rank and Degree Level	N	Min	Max	N	Min	Max
Professor						
Doctoral	601	$29,324	$93,700	17	$29,607	$68,150
Nondoctoral	61	23,040	76,415	0	.	.
Associate Professor						
Doctoral	1,366	25,912	78,000	39	24,545	55,158
Nondoctoral	704	19,680	62,692	9	25,380	44,892
Assistant Professor						
Doctoral	1,157	23,500	63,659	36	26,915	50,470
Nondoctoral	2,205	18,000	56,454	44	23,160	58,245
Instructor						
Doctoral	29	21,424	47,000	2	31,500	58,500
Nondoctoral	1,132	15,500	52,331	26	19,000	57,682
Other Faculty *						
Doctoral	46	29,962	57,152	0	.	.
Nondoctoral	405	10,512	52,042	7	23,513	32,550
Calendar Year Basis	Female			Male		
Rank and Degree Level	N	Min	Max	N	Min	Max
Professor						
Doctoral	601	$35,840	$114,522	17	$36,186	$83,295
Nondoctoral	61	28,160	93,396	0	.	.
Associate Professor						
Doctoral	1,366	31,670	95,333	39	30,000	67,416
Nondoctoral	704	24,053	76,623	9	31,020	54,868
Assistant Professor						
Doctoral	1,157	28,722	77,806	36	32,896	61,685
Nondoctoral	2,205	22,000	69,000	44	28,307	71,188
Instructor						
Doctoral	29	26,185	57,444	2	38,500	71,500
Nondoctoral	1,132	18,944	63,960	26	23,222	70,500
Other Faculty *						
Doctoral	46	36,620	69,852	0	.	.
Nondoctoral	405	12,848	63,607	7	28,738	39,783

* Includes clinical specialists, lecturers, and visiting professors.

Table 13. Nurse Faculty Salary Percentiles Stratified by Gender for Academic and Calendar Year Basis According to Rank and Degree Level, 1990-91

Academic Year Basis	Female			Male		
Rank and Degree Level	25%	50%	75%	25%	50%	75%
Professor						
Doctoral	$45,018	$51,730	$58,116	$46,822	$48,454	$55,951
Nondoctoral	34,391	44,160	50,460	.	.	.
Associate Professor						
Doctoral	37,914	41,821	46,838	37,074	41,243	48,704
Nondoctoral	32,880	35,980	39,656	26,631	35,659	40,144
Assistant Professor						
Doctoral	34,015	36,500	39,511	34,206	36,409	37,585
Nondoctoral	28,260	30,713	34,008	28,167	31,992	35,336
Instructor						
Doctoral	28,978	33,953	37,144	.	29,250	.
Nondoctoral	25,963	28,332	31,866	26,603	29,864	37,439
Other Faculty *						
Doctoral	32,545	34,648	37,126	.	.	.
Nondoctoral	27,000	29,820	32,083	24,162	27,800	29,820

Calendar Year Basis	Female			Male		
Rank and Degree Level	25%	50%	75%	25%	50%	75%
Professor						
Doctoral	$55,023	$63,225	$71,031	$57,227	$59,221	$68,385
Nondoctoral	42,033	53,973	61,673	.	.	.
Associate Professor						
Doctoral	46,339	51,114	57,246	45,313	50,408	59,527
Nondoctoral	40,187	43,975	48,469	32,549	43,583	49,065
Assistant Professor						
Doctoral	41,573	44,611	48,291	41,808	44,500	45,938
Nondoctoral	34,541	37,538	41,565	34,426	39,102	43,189
Instructor						
Doctoral	35,418	41,498	45,398	.	35,750	.
Nondoctoral	31,733	34,628	38,947	32,514	36,500	45,759
Other Faculty *						
Doctoral	39,777	42,348	45,376	.	.	.
Nondoctoral	33,000	36,447	39,213	29,532	33,978	36,447

Note: See Table 12 for number of faculty in each rank and degree level.
* Includes includes clinical specialists, lecturers, and visiting professors.

Table 14. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	51	$41,358	$90,725	138	$30,048	$63,186	128	$26,730	$53,846	2	.	.
Nondoctoral	5	$40,812	$46,412	61	$33,924	$58,129	208	$25,801	$52,285	83	$22,160	$39,080
Secular												
Doctoral	45	$34,846	$93,700	155	$24,545	$71,500	135	$25,900	$60,700	2	.	.
Nondoctoral	3	$57,183	$64,010	49	$26,500	$48,886	173	$20,000	$47,009	99	$21,905	$51,055
Religious												
Doctoral	14	$38,850	$65,570	72	$28,000	$56,935	61	$25,200	$42,986	1	.	.
Nondoctoral	0	.	.	27	$25,307	$41,795	152	$19,866	$42,873	33	$23,945	$32,318
Total												
Doctoral	110	$34,846	$93,700	365	$24,545	$71,500	324	$25,200	$60,700	5	$28,000	$43,500
Nondoctoral	8	$40,812	$64,010	137	$25,307	$58,129	533	$19,866	$52,285	215	$21,905	$51,055

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$59,508	$10,139	$56,876	$44,523	$6,574	$43,583	$38,178	$5,012	$37,751	.	.	.
Nondoctoral	$44,455	$2,197	$44,865	$42,385	$6,409	$41,312	$35,537	$4,171	$35,747	$29,804	$4,114	$28,818
Secular												
Doctoral	$54,322	$12,927	$52,366	$42,009	$7,734	$42,785	$37,277	$5,354	$37,000	.	.	.
Nondoctoral	$60,564	$3,414	$60,500	$36,381	$4,681	$35,639	$32,872	$5,274	$32,003	$31,086	$4,722	$31,425
Religious												
Doctoral	$48,083	$7,957	$45,286	$39,412	$7,039	$37,818	$34,013	$4,190	$34,026	.	.	.
Nondoctoral	.	.	.	$31,982	$4,179	$31,480	$28,990	$5,030	$27,996	$27,527	$2,191	$27,062
Total												
Doctoral	$55,933	$11,710	$54,868	$42,447	$7,401	$42,545	$37,018	$5,225	$36,747	$34,973	$5,802	$34,364
Nondoctoral	$50,496	$8,695	$46,144	$38,187	$6,776	$37,882	$32,805	$5,479	$32,586	$30,045	$4,349	$29,455

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$54,000	$56,876	$66,310	$40,545	$43,583	$47,932	$34,366	$37,751	$41,708	.	.	.
Nondoctoral	$44,312	$44,865	$45,875	$37,882	$41,312	$45,000	$32,731	$35,747	$37,910	$27,000	$28,818	$32,500
Secular												
Doctoral	$45,983	$52,366	$60,175	$38,000	$42,785	$45,850	$34,077	$37,000	$40,000	.	.	.
Nondoctoral	$57,183	$60,500	$64,010	$32,858	$35,639	$40,301	$28,968	$32,003	$36,531	$27,920	$31,425	$33,338
Religious												
Doctoral	$40,909	$45,286	$54,368	$33,893	$37,818	$45,177	$31,000	$34,026	$36,103	.	.	.
Nondoctoral	.	.	.	$28,729	$31,480	$34,862	$25,413	$27,996	$30,806	$26,000	$27,062	$29,120
Total												
Doctoral	$47,250	$54,868	$61,750	$37,722	$42,545	$46,700	$33,755	$36,747	$40,000	$32,000	$34,364	$37,000
Nondoctoral	$44,589	$46,144	$58,841	$33,855	$37,882	$41,589	$28,500	$32,586	$36,355	$27,000	$29,455	$32,550

Table 15. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	121	$38,065	$87,096	275	$28,765	$65,571	305	$23,500	$52,600	6	$28,000	$35,912
Nondoctoral	7	$40,418	$61,586	160	$28,295	$56,600	387	$22,000	$44,451	237	$16,549	$43,609
Secular												
Doctoral	17	$29,324	$92,471	25	$33,500	$58,949	37	$26,216	$49,091	11	$27,000	$46,800
Nondoctoral	1	.	.	13	$28,058	$41,230	111	$22,165	$48,085	152	$24,159	$57,682
Religious												
Doctoral	21	$35,000	$59,973	61	$26,591	$56,700	22	$27,900	$39,800	1	.	.
Nondoctoral	8	$31,343	$52,925	95	$24,000	$44,000	248	$18,000	$40,000	96	$15,545	$41,270
Total												
Doctoral	159	$29,324	$92,471	362	$26,591	$65,571	364	$23,500	$52,600	18	$21,424	$46,800
Nondoctoral	16	$31,335	$61,586	269	$24,000	$56,600	765	$18,000	$48,085	486	$15,545	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$54,912	$10,976	$53,083	$44,023	$6,603	$43,153	$37,470	$4,051	$37,097	$32,780	$3,346	$33,755
Nondoctoral	$49,743	$7,393	$49,715	$37,593	$5,336	$36,231	$31,812	$3,928	$31,400	$27,542	$3,531	$27,000
Secular												
Doctoral	$53,034	$19,418	$48,074	$43,519	$6,576	$42,973	$39,054	$6,035	$40,567	$35,105	$6,308	$36,081
Nondoctoral	.	.	.	$31,676	$3,266	$31,000	$31,691	$5,041	$30,700	$33,672	$5,129	$34,212
Religious												
Doctoral	$43,792	$7,988	$40,980	$40,236	$7,131	$40,100	$35,753	$3,255	$36,167	.	.	.
Nondoctoral	$38,064	$8,039	$33,868	$32,823	$4,758	$33,850	$28,842	$4,180	$28,800	$25,678	$4,453	$25,011
Total												
Doctoral	$53,242	$12,319	$51,606	$43,330	$6,821	$42,974	$37,527	$4,290	$37,210	$33,570	$6,093	$34,682
Nondoctoral	$42,753	$9,759	$40,977	$35,615	$5,582	$35,459	$30,773	$4,384	$30,420	$29,091	$5,311	$28,229

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$46,230	$53,083	$60,991	$39,615	$43,153	$48,176	$35,023	$37,097	$39,690	$29,607	$33,755	$35,653
Nondoctoral	$40,953	$49,715	$53,538	$33,925	$36,231	$40,225	$29,000	$31,400	$34,104	$25,230	$27,000	$30,000
Secular												
Doctoral	$40,909	$48,074	$70,691	$38,000	$42,973	$47,581	$37,000	$40,567	$42,545	$27,000	$36,081	$39,120
Nondoctoral	.	.	.	$30,045	$31,000	$31,600	$28,000	$30,700	$33,590	$30,265	$34,212	$36,322
Religious												
Doctoral	$37,700	$40,980	$50,794	$35,000	$40,100	$45,500	$34,642	$36,167	$38,400	.	.	.
Nondoctoral	$32,344	$33,868	$43,910	$28,772	$33,850	$36,782	$25,695	$28,800	$31,886	$23,000	$25,011	$27,800
Total												
Doctoral	$44,143	$51,606	$60,000	$38,850	$42,974	$47,581	$35,035	$37,210	$39,980	$28,000	$34,682	$36,164
Nondoctoral	$33,047	$40,977	$51,214	$31,975	$35,459	$37,837	$27,838	$30,420	$33,418	$25,360	$28,229	$32,287

Table 16. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	185	$33,062	$85,745	479	$28,880	$78,000	346	$24,957	$63,659	3	$28,350	$37,288
Nondoctoral	16	$23,040	$53,000	191	$19,680	$62,692	742	$19,380	$58,245	333	$17,485	$41,000
Secular												
Doctoral	10	$30,273	$87,500	22	$32,707	$67,000	19	$29,500	$50,250	1	.	.
Nondoctoral	1	.	.	7	$30,208	$38,689	36	$25,200	$56,455	19	$24,500	$43,670
Religious												
Doctoral	20	$31,320	$47,373	34	$25,912	$55,154	17	$27,000	$40,736	0	.	.
Nondoctoral	2	.	.	40	$23,130	$43,200	129	$18,818	$40,000	33	$15,500	$35,000
Total												
Doctoral	215	$30,273	$87,500	535	$25,912	$78,000	382	$24,957	$63,659	4	$28,350	$47,000
Nondoctoral	19	$23,040	$53,000	238	$19,680	$62,692	907	$18,818	$58,245	385	$15,500	$43,670

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$51,373	$8,866	$49,737	$42,608	$6,771	$41,200	$36,532	$4,960	$35,951	$32,652	$4,478	$32,318
Nondoctoral	$36,588	$8,969	$36,518	$37,013	$5,494	$36,987	$31,537	$4,158	$30,638	$28,221	$3,607	$27,972
Secular												
Doctoral	$58,325	$18,776	$53,378	$44,077	$8,449	$43,620	$38,998	$6,776	$39,560	.	.	.
Nondoctoral	.	.	.	$34,238	$3,067	$33,533	$31,241	$5,824	$29,911	$33,384	$6,283	$29,864
Religious												
Doctoral	$40,600	$4,872	$42,967	$35,956	$5,413	$35,425	$34,272	$3,533	$34,650	.	.	.
Nondoctoral	.	.	.	$30,016	$5,191	$30,525	$28,493	$3,882	$28,496	$23,126	$4,081	$22,800
Total												
Doctoral	$50,694	$9,857	$49,301	$42,245	$6,959	$41,049	$36,554	$5,050	$35,951	$36,239	$8,052	$34,803
Nondoctoral	$36,558	$8,515	$35,292	$35,755	$5,981	$35,971	$31,093	$4,325	$30,379	$28,039	$4,243	$27,818

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$44,745	$49,737	$56,459	$38,000	$41,200	$46,814	$33,680	$35,951	$38,639	$28,350	$32,318	$37,288
Nondoctoral	$29,844	$36,518	$41,474	$34,600	$36,987	$39,836	$28,994	$30,638	$33,370	$26,116	$27,972	$29,517
Secular												
Doctoral	$45,801	$53,378	$71,590	$38,442	$43,620	$47,802	$31,071	$39,560	$45,000	.	.	.
Nondoctoral	.	.	.	$32,261	$33,533	$37,876	$27,601	$29,911	$33,140	$28,411	$29,864	$39,900
Religious												
Doctoral	$36,503	$42,967	$43,917	$32,155	$35,425	$38,946	$33,247	$34,650	$36,410	.	.	.
Nondoctoral	.	.	.	$25,040	$30,525	$34,082	$25,700	$28,496	$31,000	$21,000	$22,800	$26,000
Total												
Doctoral	$44,070	$49,301	$56,250	$37,473	$41,049	$46,561	$33,559	$35,951	$38,665	$30,334	$34,803	$42,144
Nondoctoral	$29,844	$35,292	$43,111	$32,520	$35,971	$39,254	$28,500	$30,379	$33,123	$25,812	$27,818	$29,459

Table 17. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	132	$34,154	$79,871	165	$31,760	$57,768	143	$28,200	$53,284	4	$25,659	$33,953
Nondoctoral	19	$29,235	$76,415	84	$29,529	$58,320	150	$25,000	$43,056	110	$19,000	$38,129
Secular												
Doctoral	4	$34,978	$35,663	2	.	.	2	.	.	0	.	.
Nondoctoral	0	.	.	4	$30,888	$34,353	13	$23,983	$45,000	0	.	.
Religious												
Doctoral	15	$33,866	$60,152	28	$27,309	$49,820	25	$25,766	$47,918	1	.	.
Nondoctoral	1	.	.	21	$27,309	$39,790	48	$23,000	$34,783	31	$24,012	$31,860
Total												
Doctoral	151	$33,866	$79,871	195	$27,309	$57,768	170	$25,766	$53,284	5	$25,659	$33,953
Nondoctoral	20	$29,235	$76,415	109	$27,309	$58,320	211	$23,000	$45,000	141	$19,000	$38,129

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$52,860	$7,938	$52,747	$41,528	$5,385	$40,795	$36,513	$3,863	$36,000	$30,382	$3,496	$30,959
Nondoctoral	$50,557	$10,103	$50,445	$38,724	$5,433	$38,478	$32,461	$4,462	$31,673	$29,082	$3,831	$28,421
Secular												
Doctoral	$35,492	$343	$35,663	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	$32,708	$1,480	$32,795	$31,430	$5,933	$29,617	.	.	.
Religious												
Doctoral	$44,727	$6,433	$44,273	$39,665	$6,308	$39,078	$34,448	$4,590	$33,751	.	.	.
Nondoctoral	.	.	.	$33,125	$3,813	$32,880	$29,339	$2,594	$29,528	$28,088	$2,334	$27,747
Total												
Doctoral	$51,592	$8,482	$51,005	$41,241	$5,523	$40,582	$36,260	$4,043	$35,887	$30,606	$3,068	$31,500
Nondoctoral	$50,120	$10,026	$49,281	$37,424	$5,583	$36,898	$31,687	$4,397	$30,550	$28,863	$3,572	$28,388

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,207	$52,747	$58,116	$37,849	$40,795	$44,724	$34,364	$36,000	$38,045	$27,967	$30,959	$32,798
Nondoctoral	$45,370	$50,445	$58,116	$33,920	$38,478	$42,787	$28,688	$31,673	$35,376	$26,031	$28,421	$31,874
Secular												
Doctoral	$35,321	$35,663	$35,663	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	$31,581	$32,795	$33,834	$26,847	$29,617	$35,500	.	.	.
Religious												
Doctoral	$41,019	$44,273	$47,750	$36,467	$39,078	$45,350	$31,876	$33,751	$37,850	.	.	.
Nondoctoral	.	.	.	$30,000	$32,880	$36,870	$27,361	$29,528	$30,874	$26,000	$27,747	$30,012
Total												
Doctoral	$45,959	$51,005	$55,718	$37,376	$40,582	$44,784	$34,000	$35,887	$38,045	$30,274	$31,500	$31,643
Nondoctoral	$44,334	$49,281	$58,116	$33,017	$36,898	$41,295	$28,489	$30,550	$34,567	$26,031	$28,388	$31,452

Table 18. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	466	$33,062	$90,725	987	$28,765	$78,000	879	$23,500	$63,659	14	$28,000	$43,500
Nondoctoral	44	$23,040	$76,415	444	$19,680	$62,692	1357	$19,380	$58,245	713	$16,549	$43,609
Secular												
Doctoral	59	$34,846	$93,700	157	$26,788	$71,500	178	$25,900	$60,700	14	$27,000	$47,000
Nondoctoral	4	$34,541	$64,010	46	$30,208	$48,886	173	$24,500	$56,455	235	$21,905	$57,682
Religious												
Doctoral	53	$31,320	$65,570	137	$27,874	$56,935	110	$27,716	$47,918	2	.	.
Nondoctoral	8	$30,500	$46,819	83	$23,130	$43,200	249	$20,840	$42,873	62	$19,800	$41,270
Total												
Doctoral	578	$31,320	$93,700	1281	$26,788	$78,000	1167	$23,500	$63,659	30	$27,000	$47,000
Nondoctoral	56	$23,040	$76,415	573	$19,680	$62,692	1779	$19,380	$58,245	1010	$16,549	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$53,825	$9,606	$52,839	$43,272	$6,586	$42,159	$37,070	$4,506	$36,500	$33,001	$4,316	$32,414
Nondoctoral	$44,928	$10,956	$45,370	$38,066	$5,850	$37,262	$32,179	$4,266	$31,515	$28,251	$3,729	$27,910
Secular												
Doctoral	$57,548	$14,970	$55,000	$44,532	$6,725	$44,100	$38,124	$5,526	$37,985	$35,868	$6,472	$36,122
Nondoctoral	$54,058	$13,307	$58,841	$36,461	$4,478	$34,879	$34,208	$5,259	$33,620	$33,442	$4,983	$33,205
Religious												
Doctoral	$45,570	$7,398	$44,143	$41,231	$6,642	$40,821	$35,136	$3,662	$35,000	.	.	.
Nondoctoral	$36,695	$6,496	$33,420	$33,634	$4,254	$34,101	$30,181	$4,389	$29,765	$28,718	$3,362	$28,591
Total												
Doctoral	$53,448	$10,457	$52,233	$43,208	$6,651	$42,493	$37,048	$4,658	$36,558	$34,334	$5,422	$34,158
Nondoctoral	$44,404	$11,159	$44,589	$37,295	$5,757	$36,600	$32,097	$4,494	$31,354	$29,487	$4,584	$28,677

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,250	$52,839	$58,468	$38,670	$42,159	$47,421	$34,364	$36,500	$39,319	$29,607	$32,414	$35,653
Nondoctoral	$39,633	$45,370	$50,801	$34,441	$37,262	$41,312	$29,203	$31,515	$34,569	$25,795	$27,910	$30,500
Secular												
Doctoral	$46,656	$55,000	$70,400	$40,610	$44,100	$47,520	$35,000	$37,985	$41,367	$32,000	$36,122	$39,120
Nondoctoral	$45,862	$58,841	$62,255	$32,920	$34,879	$39,211	$30,354	$33,620	$37,800	$30,273	$33,205	$36,080
Religious												
Doctoral	$41,019	$44,143	$50,794	$36,082	$40,821	$46,700	$32,575	$35,000	$37,850	.	.	.
Nondoctoral	$31,717	$33,420	$42,985	$30,800	$34,101	$36,800	$27,100	$29,765	$32,293	$26,780	$28,591	$30,587
Total												
Doctoral	$45,851	$52,233	$58,468	$38,487	$42,493	$47,299	$34,278	$36,558	$39,500	$30,274	$34,158	$37,000
Nondoctoral	$34,917	$44,589	$50,801	$33,702	$36,600	$40,391	$29,000	$31,354	$34,749	$26,356	$28,677	$32,008

Table 19. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	20	$34,154	$70,110	59	$30,048	$56,654	25	$27,734	$53,846	0	.	.
Nondoctoral	3	$38,997	$53,000	43	$29,857	$58,129	109	$24,500	$44,246	28	$23,249	$39,080
Secular												
Doctoral	17	$29,324	$53,182	45	$24,545	$45,000	13	$26,000	$42,873	0	.	.
Nondoctoral	1	.	.	27	$26,500	$40,692	149	$20,000	$42,600	32	$22,279	$32,357
Religious												
Doctoral	17	$33,866	$46,000	57	$25,912	$44,800	15	$25,200	$35,000	1	.	.
Nondoctoral	3	$33,495	$52,925	100	$23,623	$44,000	318	$18,000	$40,000	121	$15,500	$35,000
Total												
Doctoral	54	$29,324	$70,110	162	$24,545	$56,654	53	$25,200	$53,846	1	.	.
Nondoctoral	7	$31,335	$53,000	171	$23,623	$58,129	584	$18,000	$44,246	182	$15,500	$39,080

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$46,995	$8,314	$45,482	$38,988	$4,776	$38,544	$37,336	$6,954	$35,656	.	.	.
Nondoctoral	$46,538	$7,064	$47,618	$38,973	$5,507	$37,971	$32,423	$4,506	$31,605	$28,714	$3,666	$28,395
Secular												
Doctoral	$39,761	$7,704	$40,909	$34,707	$5,636	$34,000	$32,969	$5,290	$32,240	.	.	.
Nondoctoral	.	.	.	$32,879	$3,838	$31,539	$29,387	$3,556	$29,202	$27,148	$2,794	$26,804
Religious												
Doctoral	$38,852	$3,317	$39,000	$34,032	$4,115	$33,395	$29,349	$3,004	$29,467	.	.	.
Nondoctoral	$42,473	$9,798	$41,000	$30,863	$4,859	$29,762	$27,725	$3,823	$27,583	$24,229	$3,494	$24,440
Total												
Doctoral	$42,154	$7,758	$41,134	$36,041	$5,282	$35,501	$34,004	$6,562	$32,324	.	.	.
Nondoctoral	$42,624	$8,806	$41,000	$33,248	$5,931	$32,880	$29,084	$4,271	$28,716	$25,449	$3,822	$25,282

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$41,607	$45,482	$51,045	$35,286	$38,544	$42,443	$32,100	$35,656	$41,808	.	.	.
Nondoctoral	$38,997	$47,618	$53,000	$35,061	$37,971	$41,814	$29,119	$31,605	$35,000	$26,607	$28,395	$29,542
Secular												
Doctoral	$32,554	$40,909	$45,006	$30,265	$34,000	$38,949	$29,000	$32,240	$37,121	.	.	.
Nondoctoral	.	.	.	$30,342	$31,539	$34,575	$27,000	$29,202	$31,859	$24,894	$26,804	$30,073
Religious												
Doctoral	$35,960	$39,000	$40,909	$31,715	$33,395	$36,200	$27,000	$29,467	$31,000	.	.	.
Nondoctoral	$33,495	$41,000	$52,925	$27,009	$29,762	$35,183	$25,000	$27,583	$29,918	$22,464	$24,440	$26,000
Total												
Doctoral	$36,834	$41,134	$46,000	$32,502	$35,501	$39,500	$29,000	$32,324	$37,121	.	.	.
Nondoctoral	$33,495	$41,000	$52,925	$29,000	$32,880	$36,987	$26,172	$28,716	$31,904	$23,000	$25,282	$27,900

Table 20. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	270	$35,218	$87,096	519	$28,765	$70,431	505	$23,500	$63,659	6	$28,350	$37,288
Nondoctoral	13	$29,235	$76,415	164	$28,295	$62,692	489	$23,076	$58,245	266	$22,430	$43,609
Secular												
Doctoral	36	$38,475	$93,700	95	$32,809	$71,500	141	$25,900	$60,700	12	$27,000	$47,000
Nondoctoral	2	.	.	15	$30,208	$48,886	99	$26,150	$56,455	222	$25,527	$57,682
Religious												
Doctoral	12	$37,513	$59,973	37	$29,765	$56,700	27	$31,665	$42,545	1	.	.
Nondoctoral	1	.	.	16	$31,627	$44,000	52	$24,141	$40,000	14	$22,774	$41,270
Total												
Doctoral	318	$35,218	$93,700	651	$28,765	$71,500	673	$23,500	$63,659	19	$27,000	$47,000
Nondoctoral	16	$29,235	$76,415	195	$28,295	$62,692	640	$23,076	$58,245	502	$22,430	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$53,955	$9,413	$52,768	$43,650	$6,732	$42,750	$37,327	$4,614	$36,740	$31,725	$3,159	$31,296
Nondoctoral	$48,613	$11,689	$47,618	$38,503	$5,896	$37,458	$32,534	$4,725	$31,399	$28,500	$3,727	$27,818
Secular												
Doctoral	$62,471	$15,742	$61,000	$46,145	$7,147	$45,184	$38,955	$5,439	$38,700	$36,096	$6,926	$36,122
Nondoctoral	.	.	.	$37,353	$4,552	$37,876	$36,650	$5,339	$36,425	$33,868	$4,815	$33,638
Religious												
Doctoral	$47,356	$7,043	$43,697	$43,574	$5,661	$43,100	$36,641	$2,558	$36,409	.	.	.
Nondoctoral	.	.	.	$37,254	$2,886	$36,729	$31,968	$4,337	$32,129	$30,235	$5,110	$30,377
Total												
Doctoral	$54,670	$10,660	$52,973	$44,010	$6,787	$43,194	$37,641	$4,781	$36,900	$34,624	$6,028	$34,364
Nondoctoral	$49,832	$11,391	$49,032	$38,312	$5,616	$37,430	$33,124	$5,023	$32,000	$30,922	$5,022	$30,069

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,092	$52,768	$58,700	$38,656	$42,750	$47,970	$34,752	$36,740	$39,091	$29,607	$31,296	$32,510
Nondoctoral	$39,836	$47,618	$52,714	$34,320	$37,458	$41,766	$29,518	$31,399	$34,567	$26,018	$27,818	$30,292
Secular												
Doctoral	$48,287	$61,000	$75,804	$42,100	$45,184	$49,000	$35,800	$38,700	$41,500	$30,273	$36,122	$40,000
Nondoctoral	.	.	.	$33,542	$37,876	$38,689	$32,510	$36,425	$40,255	$30,682	$33,638	$36,241
Religious												
Doctoral	$42,754	$43,697	$54,092	$40,000	$43,100	$46,700	$35,000	$36,409	$38,100	.	.	.
Nondoctoral	.	.	.	$35,687	$36,729	$38,958	$28,498	$32,129	$36,000	$26,158	$30,377	$33,400
Total												
Doctoral	$46,867	$52,973	$59,564	$39,025	$43,194	$48,106	$35,000	$36,900	$39,800	$29,607	$34,364	$38,200
Nondoctoral	$41,474	$49,032	$55,360	$34,430	$37,430	$41,470	$29,893	$32,000	$35,770	$27,122	$30,069	$34,200

Table 21. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	448	$33,062	$90,725	731	$28,765	$70,431	141	$23,500	$63,659	0	.	.
Nondoctoral	45	$23,040	$76,415	433	$19,680	$62,692	519	$19,380	$52,285	14	$27,000	$36,096
Secular												
Doctoral	53	$32,554	$93,700	98	$26,000	$71,500	17	$30,380	$41,564	0	.	.
Nondoctoral	4	$31,335	$64,010	38	$29,707	$48,886	62	$24,383	$41,700	0	.	.
Religious												
Doctoral	56	$31,320	$65,570	135	$25,912	$56,935	31	$27,900	$47,918	0	.	.
Nondoctoral	10	$30,500	$52,925	118	$24,000	$43,200	143	$20,455	$42,632	2	.	.
Total												
Doctoral	557	$31,320	$93,700	964	$25,912	$71,500	189	$23,500	$63,659	0	.	.
Nondoctoral	59	$23,040	$76,415	589	$19,680	$62,692	724	$19,380	$52,285	16	$27,000	$41,270

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$53,679	$9,781	$52,595	$43,573	$6,704	$42,545	$37,398	$5,549	$36,500	.	.	.
Nondoctoral	$45,262	$10,647	$45,370	$38,479	$5,875	$37,715	$33,725	$4,127	$33,200	$29,896	$2,493	$29,275
Secular												
Doctoral	$54,530	$13,106	$52,416	$42,325	$7,331	$43,085	$36,472	$3,386	$37,690	.	.	.
Nondoctoral	$53,257	$14,878	$58,841	$36,222	$4,930	$34,584	$33,365	$4,351	$32,986	.	.	.
Religious												
Doctoral	$44,797	$7,663	$43,588	$40,625	$6,744	$40,333	$35,801	$4,564	$35,698	.	.	.
Nondoctoral	$37,998	$7,832	$33,868	$30,283	$4,035	$34,533	$30,785	$4,730	$30,100	.	.	.
Total												
Doctoral	$52,867	$10,302	$51,860	$43,034	$6,848	$42,405	$37,053	$5,254	$36,378	.	.	.
Nondoctoral	$44,573	$10,954	$44,865	$37,391	$5,806	$36,818	$33,113	$4,420	$32,593	$30,545	$3,692	$29,275

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$46,677	$52,595	$58,116	$38,735	$42,545	$47,717	$33,676	$36,500	$40,093	.	.	.
Nondoctoral	$39,633	$45,370	$51,927	$34,826	$37,715	$41,715	$30,567	$33,200	$36,096	$27,950	$29,275	$31,575
Secular												
Doctoral	$45,892	$52,416	$61,450	$38,590	$43,085	$45,737	$33,701	$37,690	$39,425	.	.	.
Nondoctoral	$37,797	$58,841	$63,132	$32,180	$34,584	$40,321	$30,248	$32,986	$36,548	.	.	.
Religious												
Doctoral	$39,396	$43,588	$50,720	$35,639	$40,333	$45,818	$31,637	$35,698	$38,500	.	.	.
Nondoctoral	$31,903	$33,868	$44,825	$30,283	$34,533	$36,817	$27,806	$30,100	$33,323	.	.	.
Total												
Doctoral	$45,527	$51,860	$58,116	$38,280	$42,405	$47,311	$33,552	$36,378	$39,745	.	.	.
Nondoctoral	$35,292	$44,865	$52,714	$33,801	$36,818	$40,391	$30,100	$32,593	$35,951	$28,037	$29,275	$31,925

Table 22. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	31	$35,000	$65,455	277	$30,000	$78,000	684	$24,957	$53,284	11	$28,000	$43,500
Nondoctoral	0	.	.	33	$28,489	$45,000	738	$22,000	$58,245	486	$17,485	$41,000
Secular												
Doctoral	16	$34,978	$92,471	86	$24,545	$67,000	164	$25,900	$60,700	14	$27,000	$47,000
Nondoctoral	0	.	.	22	$26,500	$40,692	196	$22,165	$56,455	231	$21,905	$57,682
Religious												
Doctoral	9	$36,818	$45,818	43	$27,000	$56,700	82	$25,200	$42,103	2	.	.
Nondoctoral	0	.	.	54	$23,130	$44,000	337	$18,000	$42,873	125	$15,545	$35,000
Total												
Doctoral	56	$34,978	$92,471	407	$24,545	$78,000	930	$24,957	$60,700	27	$21,424	$47,000
Nondoctoral	0	.	.	110	$23,130	$45,000	1279	$18,000	$58,245	843	$15,545	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$50,874	$7,278	$49,730	$41,740	$6,158	$40,977	$36,932	$4,238	$36,453	$32,981	$4,602	$32,510
Nondoctoral	.	.	.	$35,004	$3,651	$34,703	$31,245	$4,027	$30,581	$28,540	$3,647	$28,114
Secular												
Doctoral	$57,284	$20,919	$49,037	$41,938	$8,300	$41,493	$37,885	$5,949	$37,775	$35,868	$6,472	$36,122
Nondoctoral	.	.	.	$34,916	$3,788	$34,358	$32,130	$5,631	$31,408	$33,071	$5,102	$32,777
Religious												
Doctoral	$41,830	$3,254	$40,909	$35,965	$6,462	$34,290	$33,858	$3,847	$34,282	.	.	.
Nondoctoral	.	.	.	$28,943	$4,810	$27,806	$28,093	$4,048	$27,680	$25,416	$3,605	$25,250
Total												
Doctoral	$51,252	$13,228	$48,270	$41,159	$6,913	$40,308	$36,829	$4,657	$36,491	$33,995	$6,143	$33,953
Nondoctoral	.	.	.	$32,015	$5,207	$32,037	$30,555	$4,561	$30,000	$29,317	$4,813	$28,568

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$45,000	$49,730	$55,405	$37,976	$40,977	$45,409	$34,378	$36,453	$39,140	$28,350	$32,510	$35,653
Nondoctoral	.	.	.	$33,500	$34,703	$36,178	$28,420	$30,581	$33,425	$26,052	$28,114	$31,000
Secular												
Doctoral	$41,114	$49,037	$78,554	$36,362	$41,493	$45,850	$34,230	$37,775	$41,450	$32,000	$36,122	$39,120
Nondoctoral	.	.	.	$31,927	$34,358	$37,950	$28,000	$31,408	$34,714	$29,495	$32,777	$36,059
Religious												
Doctoral	$40,000	$40,909	$44,755	$31,525	$34,290	$39,633	$31,398	$34,282	$36,500	.	.	.
Nondoctoral	.	.	.	$25,334	$27,806	$31,445	$25,178	$27,680	$30,200	$23,000	$25,250	$27,500
Total												
Doctoral	$42,118	$48,270	$55,877	$36,200	$40,308	$45,000	$34,020	$36,491	$39,257	$28,350	$33,953	$37,000
Nondoctoral	.	.	.	$27,615	$32,037	$36,000	$27,678	$30,000	$33,000	$26,112	$28,568	$32,100

Table 23. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	84	$33,062	$82,700	340	$28,765	$63,186	337	$23,500	$63,659	10	$25,659	$43,500
Nondoctoral	35	$23,040	$58,116	378	$19,680	$58,129	1306	$19,380	$52,285	695	$16,549	$41,000
Secular												
Doctoral	23	$29,607	$71,590	67	$26,000	$64,200	67	$25,900	$50,318	1	.	.
Nondoctoral	3	$31,335	$60,500	52	$26,500	$47,800	252	$20,000	$45,600	127	$21,905	$42,300
Religious												
Doctoral	23	$31,320	$54,963	75	$26,591	$52,000	70	$25,200	$47,918	2	.	.
Nondoctoral	10	$30,500	$52,925	163	$23,130	$44,000	531	$18,000	$42,632	178	$15,500	$35,000
Total												
Doctoral	130	$29,607	$82,700	483	$26,000	$64,200	474	$23,500	$63,659	13	$21,424	$43,500
Nondoctoral	48	$23,040	$60,500	594	$19,680	$58,129	2108	$18,000	$52,285	1001	$15,500	$42,300

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$49,019	$8,335	$48,168	$40,957	$5,678	$40,334	$36,149	$4,832	$35,700	$32,429	$5,562	$30,963
Nondoctoral	$43,085	$9,716	$44,312	$37,394	$5,317	$36,692	$32,040	$4,220	$31,247	$28,223	$3,697	$27,960
Secular												
Doctoral	$44,742	$10,965	$44,800	$39,365	$6,974	$39,273	$35,089	$5,283	$34,853	.	.	.
Nondoctoral	$42,125	$15,993	$34,541	$34,545	$4,541	$33,123	$30,808	$4,396	$30,120	$31,325	$4,741	$31,093
Religious												
Doctoral	$39,693	$5,787	$39,108	$35,979	$5,815	$34,080	$34,301	$4,421	$34,601	.	.	.
Nondoctoral	$37,682	$7,617	$33,868	$31,613	$4,664	$31,200	$28,518	$4,133	$28,080	$25,562	$3,877	$25,470
Total												
Doctoral	$46,613	$9,157	$46,153	$39,954	$6,145	$39,648	$35,726	$4,880	$35,289	$31,660	$5,747	$31,500
Nondoctoral	$41,900	$9,753	$41,552	$35,555	$5,675	$35,403	$30,982	$4,466	$30,347	$28,143	$4,178	$27,818

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$43,732	$48,168	$55,038	$37,198	$40,334	$43,745	$33,390	$35,700	$38,250	$28,000	$30,963	$35,912
Nondoctoral	$37,743	$44,312	$49,715	$34,370	$36,692	$39,948	$29,048	$31,247	$34,377	$25,725	$27,960	$30,455
Secular												
Doctoral	$35,663	$44,800	$50,490	$33,900	$39,273	$44,050	$31,500	$34,853	$38,700	.	.	.
Nondoctoral	$31,335	$34,541	$60,500	$31,083	$33,123	$38,175	$27,751	$30,120	$33,144	$27,200	$31,093	$35,502
Religious												
Doctoral	$35,315	$39,108	$42,909	$32,000	$34,080	$39,633	$31,353	$34,601	$36,500	.	.	.
Nondoctoral	$32,090	$33,868	$41,809	$28,237	$31,200	$35,434	$25,481	$28,080	$30,740	$23,000	$25,470	$27,850
Total												
Doctoral	$40,282	$46,153	$51,860	$35,604	$39,648	$43,576	$32,999	$35,289	$38,133	$28,000	$31,500	$35,653
Nondoctoral	$33,047	$41,552	$48,447	$32,060	$35,403	$38,654	$28,000	$30,347	$33,542	$25,364	$27,818	$30,613

Table 24. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	206	$34,562	$90,725	309	$28,880	$78,000	207	$27,403	$53,284	0	.	.
Nondoctoral	4	$29,235	$76,415	37	$22,909	$58,129	60	$25,301	$58,245	15	$21,807	$43,609
Secular												
Doctoral	31	$34,978	$92,471	61	$32,809	$71,500	53	$26,915	$55,964	6	$27,000	$38,200
Nondoctoral	2	.	.	12	$30,208	$48,886	40	$26,157	$56,455	65	$26,018	$57,682
Religious												
Doctoral	24	$36,600	$65,570	52	$29,765	$56,935	18	$29,132	$42,545	1	.	.
Nondoctoral	0	.	.	5	$31,500	$40,375	11	$30,368	$39,520	4	$28,000	$41,270
Total												
Doctoral	261	$34,562	$92,471	422	$28,880	$78,000	278	$26,915	$55,964	7	$27,000	$38,200
Nondoctoral	6	$29,235	$76,415	54	$22,909	$58,129	111	$25,301	$58,245	84	$21,807	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$55,537	$10,517	$53,723	$45,167	$7,322	$44,257	$38,235	$4,837	$37,525	.	.	.
Nondoctoral	$51,053	$19,393	$49,281	$40,826	$6,963	$41,030	$34,237	$6,174	$32,999	$31,228	$5,462	$29,517
Secular												
Doctoral	$56,007	$15,514	$53,000	$45,076	$7,829	$44,000	$38,470	$4,943	$37,879	$31,624	$5,291	$30,273
Nondoctoral	.	.	.	$36,815	$5,053	$36,965	$36,344	$5,690	$35,711	$32,996	$6,254	$31,762
Religious												
Doctoral	$48,461	$7,087	$47,061	$42,359	$6,999	$41,256	$35,290	$3,407	$35,575	.	.	.
Nondoctoral	.	.	.	$37,136	$3,625	$36,782	$35,035	$3,180	$35,200	$32,761	$5,950	$30,886
Total												
Doctoral	$54,943	$11,123	$53,064	$44,808	$7,398	$44,010	$38,089	$4,822	$37,451	$32,016	$4,940	$33,545
Nondoctoral	$54,234	$15,956	$53,814	$39,593	$6,527	$38,637	$35,075	$5,815	$33,808	$32,669	$6,077	$31,729

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,565	$53,723	$61,639	$40,000	$44,257	$49,091	$34,900	$37,525	$41,273	.	.	.
Nondoctoral	$38,676	$49,281	$63,430	$36,896	$41,030	$43,917	$30,699	$32,999	$35,665	$28,000	$29,517	$36,043
Secular												
Doctoral	$45,685	$53,000	$62,000	$40,277	$44,000	$47,217	$35,795	$37,879	$41,475	$27,000	$30,273	$37,000
Nondoctoral	.	.	.	$33,538	$36,965	$38,285	$31,914	$35,711	$40,389	$28,636	$31,762	$34,000
Religious												
Doctoral	$43,706	$47,061	$54,051	$36,407	$41,256	$48,270	$32,551	$35,575	$37,500	.	.	.
Nondoctoral	.	.	.	$36,720	$36,782	$40,301	$32,727	$35,200	$38,000	$28,727	$30,886	$36,794
Total												
Doctoral	$46,27?	$53,064	$61,020	$39,598	$44,010	$48,796	$34,900	$37,451	$41,149	$27,000	$33,545	$37,000
Nondoctoral	$48,116	$53,814	$64,010	$35,620	$38,637	$42,910	$31,122	$33,808	$37,563	$28,602	$31,729	$34,284

Table 25. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	167	$35,218	$87,096	377	$31,000	$60,344	343	$26,471	$53,364	4	$30,274	$33,953
Nondoctoral	6	$39,836	$61,586	63	$28,489	$62,692	96	$25,677	$44,290	41	$23,357	$40,280
Secular												
Doctoral	19	$29,324	$93,700	68	$24,545	$62,300	55	$26,000	$60,700	7	$32,000	$47,000
Nondoctoral	0	.	.	7	$32,274	$42,570	27	$27,950	$48,085	62	$28,250	$52,331
Religious												
Doctoral	23	$35,000	$60,152	66	$25,912	$55,154	36	$27,716	$40,000	0	.	.
Nondoctoral	1	.	.	13	$28,960	$43,200	29	$27,000	$42,873	5	$22,774	$30,500
Total												
Doctoral	209	$29,324	$93,700	511	$24,545	$62,300	434	$26,000	$60,700	11	$30,274	$47,000
Nondoctoral	7	$39,836	$61,586	83	$28,489	$62,692	152	$25,677	$48,085	108	$22,774	$52,331

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$52,732	$8,582	$52,249	$43,017	$5,958	$41,761	$37,214	$3,887	$36,818	$32,095	$1,543	$32,077
Nondoctoral	$49,281	$8,304	$49,887	$40,644	$6,607	$40,446	$33,900	$4,212	$33,497	$28,668	$3,781	$27,671
Secular												
Doctoral	$59,189	$17,271	$59,600	$42,485	$7,442	$43,290	$40,600	$5,835	$40,200	$39,721	$5,632	$39,120
Nondoctoral	.	.	.	$35,756	$4,014	$34,353	$37,295	$5,300	$38,266	$35,220	$4,195	$34,638
Religious												
Doctoral	$43,465	$6,032	$43,028	$39,884	$6,353	$38,064	$34,395	$3,610	$34,451	.	.	.
Nondoctoral	.	.	.	$35,835	$4,114	$35,900	$32,277	$3,709	$31,600	$27,279	$3,009	$28,000
Total												
Doctoral	$52,299	$10,078	$51,293	$42,541	$6,299	$41,843	$37,409	$4,394	$36,907	$36,948	$5,878	$36,081
Nondoctoral	$48,550	$7,824	$47,061	$39,479	$6,403	$38,418	$34,194	$4,586	$33,500	$32,365	$5,185	$32,136

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,092	$52,249	$56,455	$38,656	$41,761	$46,951	$34,873	$36,818	$39,000	$30,959	$32,077	$33,232
Nondoctoral	$40,953	$49,887	$53,538	$35,667	$40,446	$44,551	$31,306	$33,497	$36,041	$26,116	$27,671	$30,338
Secular												
Doctoral	$46,125	$59,600	$76,308	$38,949	$43,290	$47,173	$37,684	$40,200	$43,609	$36,081	$39,120	$46,800
Nondoctoral	.	.	.	$32,920	$34,353	$40,301	$32,188	$38,266	$40,560	$32,164	$34,638	$36,943
Religious												
Doctoral	$40,000	$43,028	$44,143	$35,777	$38,064	$45,000	$31,569	$34,451	$37,765	.	.	.
Nondoctoral	.	.	.	$31,766	$35,900	$38,000	$29,800	$31,600	$35,000	$26,000	$28,000	$29,120
Total												
Doctoral	$45,041	$51,293	$57,638	$38,170	$41,843	$46,814	$34,863	$36,907	$39,682	$32,000	$36,081	$40,880
Nondoctoral	$40,953	$47,061	$53,538	$34,593	$38,418	$43,200	$31,045	$33,500	$37,793	$28,283	$32,136	$35,968

Table 26. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	45	$34,091	$70,110	177	$29,748	$56,654	77	$26,500	$53,846	0	.	.
Nondoctoral	17	$23,040	$53,000	164	$19,680	$58,129	490	$19,380	$44,260	172	$16,549	$39,080
Secular												
Doctoral	12	$30,273	$71,590	34	$26,000	$48,649	25	$26,300	$45,368	0	.	.
Nondoctoral	2	.	.	23	$26,500	$40,692	166	$20,000	$44,368	34	$21,905	$39,000
Religious												
Doctoral	22	$31,320	$54,963	59	$26,591	$47,965	21	$25,200	$42,986	1	.	.
Nondoctoral	8	$30,500	$46,819	124	$23,130	$44,000	357	$18,000	$42,632	119	$15,500	$35,000
Total												
Doctoral	79	$30,273	$71,590	271	$26,000	$56,654	123	$25,200	$53,846	1	.	.
Nondoctoral	27	$23,040	$53,000	312	$19,680	$58,129	1032	$18,000	$44,368	326	$15,500	$39,080

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$48,265	$8,010	$46,230	$39,582	$4,482	$39,315	$35,800	$4,722	$35,000	.	.	.
Nondoctoral	$37,259	$8,871	$37,743	$36,175	$5,307	$36,019	$31,641	$4,073	$30,962	$27,959	$3,470	$28,200
Secular												
Doctoral	$45,892	$10,978	$46,400	$37,392	$6,492	$37,050	$34,044	$5,275	$33,059	.	.	.
Nondoctoral	.	.	.	$33,860	$3,738	$33,855	$30,589	$4,453	$29,927	$28,359	$3,544	$28,050
Religious												
Doctoral	$39,755	$5,916	$39,152	$34,547	$4,789	$33,550	$31,691	$4,860	$30,165	.	.	.
Nondoctoral	$35,362	$5,803	$33,047	$30,703	$4,525	$29,953	$28,231	$4,098	$27,900	$24,498	$3,963	$24,050
Total												
Doctoral	$45,535	$8,738	$44,800	$38,201	$5,237	$38,000	$34,741	$5,064	$34,230	.	.	.
Nondoctoral	$36,377	$7,709	$34,241	$33,827	$5,537	$34,476	$30,252	$4,399	$29,673	$26,735	$4,027	$27,040

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$43,315	$46,230	$53,000	$36,540	$39,315	$42,120	$33,100	$35,000	$37,277	.	.	.
Nondoctoral	$29,844	$37,743	$45,370	$33,420	$36,019	$38,756	$28,642	$30,962	$34,055	$26,636	$28,200	$29,744
Secular												
Doctoral	$38,872	$46,400	$50,878	$31,140	$37,050	$43,525	$29,700	$33,059	$37,750	.	.	.
Nondoctoral	.	.	.	$31,083	$33,855	$35,165	$27,905	$29,927	$33,000	$26,250	$28,050	$30,073
Religious												
Doctoral	$35,315	$39,152	$42,909	$31,748	$33,550	$36,700	$29,000	$30,165	$34,601	.	.	.
Nondoctoral	$31,717	$33,047	$38,025	$27,405	$29,953	$34,719	$25,390	$27,900	$30,495	$22,200	$24,050	$26,460
Total												
Doctoral	$39,195	$44,800	$51,717	$34,213	$38,000	$41,655	$31,500	$34,230	$37,150	.	.	.
Nondoctoral	$30,500	$34,241	$43,298	$29,887	$34,476	$37,263	$27,406	$29,673	$32,867	$24,012	$27,040	$29,341

Table 27. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	441	$33,062	$90,725	868	$28,880	$78,000	826	$23,500	$63,659	15	$25,659	$43,500
Nondoctoral	30	$29,235	$76,415	329	$22,909	$62,692	992	$22,000	$58,245	591	$19,115	$43,609
Secular												
Doctoral	64	$29,324	$93,700	170	$24,545	$71,500	168	$25,900	$60,700	14	$27,000	$47,000
Nondoctoral	3	$57,183	$64,010	50	$28,058	$48,886	167	$24,383	$56,455	236	$22,279	$57,682
Religious												
Doctoral	48	$35,000	$65,570	136	$25,912	$56,935	104	$27,716	$47,918	2	.	.
Nondoctoral	3	$41,000	$52,925	59	$25,307	$43,200	220	$19,866	$42,873	74	$22,774	$41,270
Total												
Doctoral	553	$29,324	$93,700	1174	$24,545	$78,000	1098	$23,500	$63,659	31	$25,659	$47,000
Nondoctoral	36	$29,235	$76,415	438	$22,909	$62,692	1379	$19,866	$58,245	901	$19,115	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$54,008	$9,662	$52,896	$43,724	$6,684	$42,788	$37,151	$4,551	$36,541	$32,511	$4,571	$32,318
Nondoctoral	$49,435	$9,099	$48,916	$39,176	$5,780	$38,349	$32,525	$4,405	$31,755	$28,407	$3,808	$27,818
Secular												
Doctoral	$55,009	$15,915	$52,391	$43,394	$7,485	$43,371	$38,386	$5,497	$38,154	$35,868	$6,472	$36,122
Nondoctoral	$60,564	$3,414	$60,500	$35,723	$4,826	$34,358	$33,893	$5,572	$33,205	$33,329	$5,107	$33,200
Religious												
Doctoral	$45,856	$7,005	$44,039	$41,080	$6,641	$40,582	$34,997	$3,643	$35,000	.	.	.
Nondoctoral	$46,028	$6,178	$44,160	$35,098	$3,893	$35,884	$29,840	$4,316	$29,490	$28,271	$3,151	$27,875
Total												
Doctoral	$53,416	$10,633	$52,200	$43,370	$6,846	$42,771	$37,136	$4,701	$36,610	$34,054	$5,554	$33,953
Nondoctoral	$50,079	$9,090	$50,080	$38,233	$5,693	$37,477	$32,262	$4,686	$31,492	$29,685	$4,673	$28,725

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,347	$52,896	$58,560	$38,942	$42,788	$47,923	$34,364	$36,541	$39,500	$28,350	$32,318	$35,653
Nondoctoral	$43,111	$48,916	$58,116	$34,828	$38,349	$42,223	$29,671	$31,755	$34,958	$25,700	$27,818	$30,760
Secular												
Doctoral	$44,165	$52,391	$64,175	$39,007	$43,371	$46,700	$35,305	$38,154	$41,450	$32,000	$36,122	$39,120
Nondoctoral	$57,183	$60,500	$64,010	$31,791	$34,358	$38,689	$29,202	$33,205	$37,986	$30,242	$33,200	$36,070
Religious												
Doctoral	$41,090	$44,039	$50,647	$34,000	$40,582	$46,342	$32,326	$35,000	$37,850	.	.	.
Nondoctoral	$41,000	$44,160	$52,925	$31,500	$35,884	$37,647	$27,000	$29,490	$31,971	$26,000	$27,875	$30,500
Total												
Doctoral	$45,818	$52,200	$58,530	$38,510	$42,771	$47,586	$34,364	$36,610	$39,639	$29,607	$33,953	$37,000
Nondoctoral	$43,373	$50,080	$58,116	$34,346	$37,477	$41,544	$29,000	$31,492	$34,972	$26,237	$28,725	$32,398

Table 28. ACADEMIC YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	248	$38,065	$88,000	449	$28,765	$70,431	445	$23,500	$63,659	4	$29,607	$37,288
Nondoctoral	8	$29,235	$76,415	102	$29,529	$62,692	302	$23,076	$51,760	142	$23,357	$36,065
Secular												
Doctoral	37	$34,846	$93,700	71	$32,809	$71,500	105	$25,900	$60,700	11	$27,000	$46,800
Nondoctoral	0	.	.	6	$32,630	$48,886	57	$26,150	$48,085	170	$25,527	$57,682
Religious												
Doctoral	17	$42,483	$59,973	52	$28,984	$56,700	30	$27,716	$39,800	0	.	.
Nondoctoral	0	.	.	17	$30,906	$40,375	28	$27,000	$39,520	15	$25,849	$41,270
Total												
Doctoral	302	$34,846	$93,700	572	$28,765	$71,500	580	$23,500	$63,659	15	$27,000	$46,800
Nondoctoral	8	$29,235	$76,415	125	$29,529	$62,692	387	$23,076	$51,760	327	$23,357	$57,682

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$54,872	$9,660	$53,337	$44,927	$6,764	$43,819	$37,390	$4,317	$36,900	$33,553	$3,324	$33,659
Nondoctoral	$52,767	$13,266	$51,927	$39,375	$6,274	$37,902	$32,436	$4,187	$31,482	$29,044	$2,857	$28,645
Secular												
Doctoral	$60,337	$14,688	$59,600	$46,211	$6,569	$45,100	$38,418	$5,527	$38,000	$35,105	$6,308	$36,081
Nondoctoral	.	.	.	$38,649	$5,837	$38,268	$36,336	$5,079	$35,921	$34,006	$4,975	$34,085
Religious												
Doctoral	$49,846	$5,264	$50,500	$41,273	$6,536	$41,032	$33,974	$4,013	$32,656	.	.	.
Nondoctoral	.	.	.	$35,995	$2,958	$36,041	$32,982	$4,014	$32,925	$29,600	$3,911	$28,650
Total												
Doctoral	$55,259	$10,430	$53,396	$44,754	$6,812	$43,829	$37,399	$4,624	$36,907	$34,691	$5,594	$35,000
Nondoctoral	$52,767	$13,266	$51,927	$38,880	$5,992	$37,654	$33,050	$4,520	$32,110	$31,649	$4,802	$31,173

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$47,926	$53,337	$59,776	$39,924	$43,819	$48,864	$35,000	$36,900	$39,220	$30,963	$33,659	$36,144
Nondoctoral	$48,753	$51,927	$57,562	$34,857	$37,902	$42,058	$30,160	$31,482	$34,198	$26,500	$28,645	$31,222
Secular												
Doctoral	$48,074	$59,600	$70,691	$42,100	$45,100	$49,300	$35,309	$38,000	$41,425	$27,000	$36,081	$39,120
Nondoctoral	.	.	.	$33,542	$38,268	$40,301	$32,433	$35,921	$39,774	$31,030	$34,085	$36,501
Religious												
Doctoral	$45,041	$50,500	$54,368	$35,865	$41,032	$46,059	$30,825	$32,656	$38,100	.	.	.
Nondoctoral	.	.	.	$34,101	$36,041	$37,837	$28,621	$32,925	$36,500	$27,000	$28,650	$31,300
Total												
Doctoral	$47,750	$53,396	$60,000	$39,934	$43,829	$48,688	$34,881	$36,907	$39,624	$29,607	$35,000	$38,200
Nondoctoral	$48,753	$51,927	$57,562	$34,828	$37,654	$40,900	$30,273	$32,110	$35,568	$27,920	$31,173	$34,364

Table 29. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the NORTH ATLANTIC Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	51	$50,549	$110,886	138	$36,725	$77,227	128	$32,670	$65,812	2	.	.
Nondoctoral	5	$49,881	$56,726	61	$41,463	$71,047	208	$31,535	$63,904	83	$27,084	$47,764
Secular												
Doctoral	45	$42,589	$114,522	155	$30,000	$87,389	135	$31,656	$74,189	2	.	.
Nondoctoral	3	$69,890	$78,234	49	$32,389	$59,750	173	$24,444	$57,455	99	$26,773	$62,400
Religious												
Doctoral	14	$47,483	$80,141	72	$34,222	$69,587	61	$30,800	$52,538	1	.	.
Nondoctoral	0	.	.	27	$30,931	$51,083	152	$24,281	$52,400	33	$29,266	$39,500
Total												
Doctoral	110	$42,589	$114,522	365	$30,000	$87,389	324	$30,800	$74,189	5	$34,222	$53,167
Nondoctoral	8	$49,881	$78,234	137	$30,931	$71,047	533	$24,281	$63,904	215	$26,773	$62,400

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$72,732	$12,392	$69,515	$54,418	$8,035	$53,268	$46,662	$6,126	$46,140	.	.	.
Nondoctoral	$54,334	$2,685	$54,835	$51,804	$7,833	$50,492	$43,434	$5,098	$43,690	$36,427	$5,028	$35,222
Secular												
Doctoral	$66,394	$15,800	$64,003	$51,345	$9,452	$52,293	$45,560	$6,544	$45,222	.	.	.
Nondoctoral	$74,023	$4,173	$73,944	$44,466	$5,721	$43,559	$40,177	$6,446	$39,115	$37,994	$5,771	$38,408
Religious												
Doctoral	$58,768	$9,725	$55,350	$48,170	$8,603	$46,222	$41,572	$5,121	$41,587	.	.	.
Nondoctoral	.	.	.	$39,089	$5,108	$38,475	$35,433	$6,148	$34,217	$33,644	$2,678	$33,076
Total												
Doctoral	$68,362	$14,313	$67,060	$51,880	$9,046	$52,000	$45,244	$6,386	$44,912	$42,744	$7,091	$42,000
Nondoctoral	$61,717	$10,627	$56,398	$46,674	$8,282	$46,300	$40,095	$6,696	$39,827	$36,721	$5,315	$36,000

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$66,000	$69,515	$81,046	$49,555	$53,268	$58,584	$42,002	$46,140	$50,976	.	.	.
Nondoctoral	$54,159	$54,835	$56,069	$46,300	$50,492	$55,000	$40,004	$43,690	$46,334	$33,000	$35,222	$39,722
Secular												
Doctoral	$56,201	$64,003	$73,547	$46,444	$52,293	$56,039	$41,650	$45,222	$48,889	.	.	.
Nondoctoral	$69,890	$73,944	$78,234	$40,160	$43,559	$49,257	$35,405	$39,115	$44,649	$34,125	$38,408	$40,746
Religious												
Doctoral	$50,000	$55,350	$66,450	$41,424	$46,222	$55,216	$37,889	$41,587	$44,126	.	.	.
Nondoctoral	.	.	.	$35,113	$38,475	$42,609	$31,060	$34,217	$37,652	$31,778	$33,076	$35,591
Total												
Doctoral	$57,750	$67,060	$75,472	$46,105	$52,000	$57,078	$41,256	$44,912	$48,889	$39,111	$42,000	$45,222
Nondoctoral	$54,497	$56,398	$71,917	$41,378	$46,300	$50,831	$34,833	$39,827	$44,434	$33,000	$36,000	$39,783

Table 30. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the MIDWESTERN Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	121	$46,524	$106,451	275	$35,157	$80,142	305	$28,722	$64,289	6	$34,222	$43,892
Nondoctoral	7	$49,400	$75,272	160	$34,583	$69,178	387	$26,889	$54,329	237	$20,227	$53,300
Secular												
Doctoral	17	$35,840	$113,020	25	$40,944	$72,049	37	$32,042	$60,000	11	$33,000	$57,200
Nondoctoral	1	.	.	13	$34,293	$50,392	111	$27,090	$58,770	152	$29,528	$70,500
Religious												
Doctoral	21	$42,778	$73,300	61	$32,500	$69,300	22	$34,100	$48,644	1	.	.
Nondoctoral	8	$38,308	$64,686	95	$29,333	$53,778	248	$22,000	$48,889	96	$19,000	$50,441
Total												
Doctoral	159	$35,840	$113,020	362	$32,500	$80,142	364	$28,722	$64,289	18	$26,185	$57,200
Nondoctoral	16	$38,298	$75,272	269	$29,333	$69,178	765	$22,000	$58,770	486	$19,000	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,114	$13,415	$64,879	$53,806	$8,070	$52,743	$45,796	$4,952	$45,341	$40,065	$4,090	$41,256
Nondoctoral	$60,797	$9,036	$60,763	$45,947	$6,521	$44,282	$38,882	$4,800	$38,378	$33,663	$4,315	$33,000
Secular												
Doctoral	$64,819	$23,733	$58,757	$53,190	$8,038	$52,523	$47,733	$7,376	$49,582	$42,906	$7,710	$44,099
Nondoctoral	.	.	.	$38,715	$3,992	$37,889	$38,734	$6,161	$37,522	$41,154	$6,269	$41,815
Religious												
Doctoral	$53,524	$9,764	$50,087	$49,178	$8,715	$49,011	$43,698	$3,978	$44,204	.	.	.
Nondoctoral	$46,523	$9,825	$41,394	$40,117	$5,816	$41,372	$35,251	$5,109	$35,199	$31,384	$5,443	$30,569
Total												
Doctoral	$65,074	$15,057	$63,074	$52,959	$8,336	$52,524	$45,866	$5,243	$45,478	$41,030	$7,447	$42,389
Nondoctoral	$52,254	$11,928	$50,082	$43,529	$6,823	$43,339	$37,611	$5,358	$37,180	$35,555	$6,491	$34,502

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$56,503	$64,879	$74,545	$48,418	$52,743	$58,882	$42,806	$45,341	$48,510	$36,186	$41,256	$43,576
Nondoctoral	$50,054	$60,763	$65,435	$41,464	$44,282	$49,163	$35,444	$38,378	$41,683	$30,837	$33,000	$36,667
Secular												
Doctoral	$50,000	$58,757	$86,400	$46,444	$52,523	$58,155	$45,222	$49,582	$52,000	$33,000	$44,099	$47,813
Nondoctoral	.	.	.	$36,722	$37,889	$38,622	$34,222	$37,522	$41,055	$36,991	$41,815	$44,394
Religious												
Doctoral	$46,078	$50,087	$62,082	$42,778	$49,011	$55,611	$42,340	$44,204	$46,933	.	.	.
Nondoctoral	$39,532	$41,394	$53,667	$35,166	$41,372	$44,956	$31,404	$35,199	$38,971	$28,111	$30,569	$33,977
Total												
Doctoral	$53,953	$63,074	$73,333	$47,483	$52,524	$58,155	$42,820	$45,478	$48,864	$34,222	$42,389	$44,200
Nondoctoral	$40,390	$50,082	$62,595	$39,081	$43,339	$46,245	$34,024	$37,180	$40,844	$30,996	$34,502	$39,462

Table 31. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the SOUTHERN Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	185	$40,409	$104,800	479	$35,298	$95,333	346	$30,503	$77,806	3	$34,650	$45,574
Nondoctoral	16	$28,160	$64,778	191	$24,053	$76,624	742	$23,687	$71,188	333	$21,370	$50,111
Secular												
Doctoral	10	$37,000	$106,944	22	$39,975	$81,889	19	$36,056	$61,417	1	.	.
Nondoctoral	1	.	.	7	$36,921	$47,286	36	$30,800	$69,000	19	$29,944	$53,374
Religious												
Doctoral	20	$38,280	$57,900	34	$31,670	$67,411	17	$33,000	$49,788	0	.	.
Nondoctoral	2	.	.	40	$28,270	$52,800	129	$23,000	$48,889	33	$18,944	$42,7[illegible]
Total												
Doctoral	215	$37,000	$106,944	535	$31,670	$95,333	382	$30,503	$77,806	4	$34,650	$57,444
Nondoctoral	19	$28,160	$64,778	238	$24,053	$76,624	907	$23,000	$71,188	385	$18,944	$53,374

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$62,789	$10,836	$60,790	$52,076	$8,275	$50,356	$44,650	$6,063	$43,940	$39,908	$5,474	$39,500
Nondoctoral	$44,718	$10,962	$44,633	$45,238	$6,715	$45,206	$38,546	$5,082	$37,447	$34,492	$4,408	$34,188
Secular												
Doctoral	$71,287	$22,948	$65,240	$53,872	$10,327	$53,313	$47,664	$8,281	$48,351	.	.	.
Nondoctoral	.	.	.	$41,846	$3,749	$40,985	$38,184	$7,118	$36,558	$40,803	$7,679	$36,500
Religious												
Doctoral	$49,622	$5,955	$52,515	$43,946	$6,615	$43,297	$41,888	$4,318	$42,350	.	.	.
Nondoctoral	.	.	.	$36,687	$6,344	$37,308	$34,825	$4,744	$34,828	$28,265	$4,988	$27,867
Total												
Doctoral	$61,959	$12,048	$60,257	$51,633	$8,505	$50,171	$44,677	$6,172	$43,940	$44,292	$9,841	$42,537
Nondoctoral	$44,682	$10,408	$43,135	$43,701	$7,310	$43,964	$38,002	$5,286	$37,130	$34,270	$5,186	$34,000

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$54,688	$60,790	$69,006	$46,444	$50,356	$57,217	$41,164	$43,940	$47,226	$34,650	$39,500	$45,574
Nondoctoral	$36,476	$44,633	$50,690	$42,289	$45,206	$48,688	$35,437	$37,447	$40,786	$31,920	$34,188	$36,076
Secular												
Doctoral	$55,979	$65,240	$87,499	$46,985	$53,313	$58,425	$37,976	$48,351	$55,000	.	.	.
Nondoctoral	.	.	.	$39,430	$40,985	$46,293	$33,734	$36,558	$40,504	$34,725	$36,500	$48,767
Religious												
Doctoral	$44,614	$52,515	$53,676	$39,301	$43,297	$47,601	$40,635	$42,350	$44,501	.	.	.
Nondoctoral	.	.	.	$30,604	$37,308	$41,655	$31,411	$34,828	$37,889	$25,667	$27,867	$31,778
Total												
Doctoral	$53,863	$60,257	$68,750	$45,800	$50,171	$56,908	$41,017	$43,940	$47,257	$37,075	$42,537	$51,509
Nondoctoral	$36,476	$43,135	$52,691	$39,747	$43,964	$47,977	$34,833	$37,130	$40,484	$31,548	$34,000	$36,005

Table 32. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in the WESTERN Region According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	132	$41,744	$97,620	165	$38,818	$70,605	143	$34,467	$65,125	4	$31,361	$41,498
Nondoctoral	19	$35,732	$93,396	84	$36,091	$71,280	150	$30,556	$52,624	110	$23,222	$46,602
Secular												
Doctoral	4	$42,751	$43,588	2	.	.	2	.	.	0	.	.
Nondoctoral	0	.	.	4	$37,752	$41,987	13	$29,312	$55,000	0	.	.
Religious												
Doctoral	15	$41,392	$73,519	28	$33,378	$60,891	25	$31,492	$58,566	1	.	.
Nondoctoral	1	.	.	21	$33,378	$48,632	48	$28,111	$42,513	31	$29,348	$38,940
Total												
Doctoral	151	$41,392	$97,620	195	$33,378	$70,605	170	$31,492	$65,125	5	$31,361	$41,498
Nondoctoral	20	$35,732	$93,396	109	$33,378	$71,280	211	$28,111	$55,000	141	$23,222	$46,602

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$64,606	$9,702	$64,468	$50,757	$6,581	$49,860	$44,627	$4,721	$44,000	$37,134	$4,273	$37,838
Nondoctoral	$61,792	$12,348	$61,655	$47,329	$6,641	$47,029	$39,675	$5,454	$38,711	$35,544	$4,682	$34,737
Secular												
Doctoral	$43,379	$419	$43,588	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	$39,976	$1,809	$40,082	$38,415	$7,251	$36,199	.	.	.
Religious												
Doctoral	$54,667	$7,862	$54,111	$48,480	$7,709	$47,761	$42,103	$5,610	$41,251	.	.	.
Nondoctoral	.	.	.	$40,486	$4,660	$40,187	$35,859	$3,170	$36,089	$34,330	$2,853	$33,913
Total												
Doctoral	$63,057	$10,366	$62,340	$50,406	$6,750	$49,600	$44,318	$4,942	$43,862	$37,407	$3,750	$38,500
Nondoctoral	$61,258	$12,254	$60,232	$45,741	$6,824	$45,098	$38,729	$5,374	$37,339	$35,277	$4,366	$34,696

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$57,698	$64,468	$71,031	$46,260	$49,860	$54,663	$42,000	$44,000	$46,500	$34,181	$37,838	$40,086
Nondoctoral	$55,452	$61,655	$71,031	$41,458	$47,029	$52,295	$35,063	$38,711	$43,237	$31,816	$34,737	$38,957
Secular												
Doctoral	$43,170	$43,588	$43,588	.	.	.	.	.	.	.	.	.
Nondoctoral	.	.	.	$38,599	$40,082	$41,353	$32,813	$36,199	$43,389	.	.	.
Religious												
Doctoral	$50,134	$54,111	$58,361	$44,571	$47,761	$55,428	$38,960	$41,251	$46,261	.	.	.
Nondoctoral	.	.	.	$36,667	$40,187	$45,063	$33,441	$36,089	$37,734	$31,778	$33,913	$36,681
Total												
Doctoral	$56,172	$62,340	$68,100	$45,682	$49,600	$54,736	$41,556	$43,862	$46,500	$37,002	$38,500	$38,675
Nondoctoral	$54,186	$60,232	$71,031	$40,354	$45,098	$50,472	$34,820	$37,339	$42,249	$31,816	$34,696	$38,441

Table 33. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in UNIVERSITIES According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	466	$40,409	$110,886	987	$35,157	$95,333	879	$28,722	$77,806	14	$34,222	$53,167
Nondoctoral	44	$28,160	$93,396	444	$24,053	$76,624	1357	$23,687	$71,188	713	$20,227	$53,300
Secular												
Doctoral	59	$42,589	$114,522	157	$32,741	$87,389	178	$31,656	$74,189	14	$33,000	$57,444
Nondoctoral	4	$42,217	$78,234	46	$36,921	$59,750	173	$29,944	$69,000	235	$26,773	$70,500
Religious												
Doctoral	53	$38,280	$80,141	137	$34,068	$69,587	110	$33,875	$58,566	2	.	.
Nondoctoral	8	$37,278	$57,223	83	$28,270	$52,800	249	$25,471	$52,400	62	$24,200	$50,441
Total												
Doctoral	578	$38,280	$114,522	1281	$32,741	$95,333	1167	$28,722	$77,806	30	$33,000	$57,444
Nondoctoral	56	$28,160	$93,396	573	$24,053	$76,624	1779	$23,687	$71,188	1010	$20,227	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$65,786	$11,741	$64,580	$52,888	$8,049	$51,528	$45,308	$5,507	$44,611	$40,334	$5,275	$39,617
Nondoctoral	$54,913	$13,391	$55,452	$46,526	$7,150	$45,543	$39,330	$5,214	$38,518	$34,529	$4,558	$34,112
Secular												
Doctoral	$70,337	$18,297	$67,222	$54,428	$8,219	$53,900	$46,596	$6,754	$46,426	$43,839	$7,910	$44,150
Nondoctoral	$66,071	$16,264	$71,917	$44,564	$5,473	$42,630	$41,810	$6,427	$41,091	$40,874	$6,091	$40,584
Religious												
Doctoral	$55,697	$9,042	$53,953	$50,394	$8,118	$49,892	$42,944	$4,476	$42,778	.	.	.
Nondoctoral	$44,849	$7,940	$40,846	$41,108	$5,200	$41,679	$36,888	$5,364	$36,379	$35,100	$4,110	$34,944
Total												
Doctoral	$65,325	$12,781	$63,840	$52,810	$8,130	$51,936	$45,282	$5,694	$44,682	$41,964	$6,627	$41,749
Nondoctoral	$54,272	$13,639	$54,497	$45,583	$7,036	$44,733	$39,230	$5,492	$38,321	$36,040	$5,603	$35,049

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$57,750	$64,580	$71,461	$47,263	$51,528	$57,959	$42,000	$44,611	$48,057	$36,186	$39,617	$43,576
Nondoctoral	$48,440	$55,452	$62,090	$42,094	$45,543	$50,492	$35,693	$38,518	$42,251	$31,527	$34,112	$37,278
Secular												
Doctoral	$57,024	$67,222	$86,044	$49,635	$53,900	$58,080	$42,778	$46,426	$50,560	$39,111	$44,150	$47,813
Nondoctoral	$56,053	$71,917	$76,089	$40,236	$42,630	$47,925	$37,099	$41,091	$46,200	$37,000	$40,584	$44,098
Religious												
Doctoral	$50,134	$53,953	$62,082	$44,100	$49,892	$57,078	$39,814	$42,778	$46,261	.	.	.
Nondoctoral	$38,765	$40,846	$52,537	$37,644	$41,679	$44,978	$33,122	$36,379	$39,469	$32,731	$34,944	$37,384
Total												
Doctoral	$56,040	$63,840	$71,461	$47,040	$51,936	$57,810	$41,895	$44,682	$48,278	$37,002	$41,749	$45,222
Nondoctoral	$42,676	$54,497	$62,090	$41,192	$44,733	$49,367	$35,444	$38,321	$42,471	$32,213	$35,049	$39,121

Table 34. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in FOUR-YEAR COLLEGES According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	20	$41,744	$85,690	59	$36,725	$69,244	25	$33,897	$65,812	0	.	.
Nondoctoral	3	$47,663	$64,778	43	$36,492	$71,047	109	$29,944	$54,078	28	$28,416	$47,764
Secular												
Doctoral	17	$35,840	$65,000	45	$30,000	$55,000	13	$31,778	$52,400	0	.	.
Nondoctoral	1	.	.	27	$32,389	$49,735	149	$24,444	$52,067	32	$27,230	$39,547
Religious												
Doctoral	17	$41,392	$56,222	57	$31,670	$54,756	15	$30,800	$42,778	1	.	.
Nondoctoral	3	$40,938	$64,686	100	$28,872	$53,778	318	$22,000	$48,889	121	$18,944	$42,778
Total												
Doctoral	54	$35,840	$85,690	162	$30,000	$69,244	53	$30,800	$65,812	1	.	.
Nondoctoral	7	$38,298	$64,778	171	$28,872	$71,047	584	$22,000	$54,078	182	$18,944	$47,764

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$57,438	$10,161	$55,589	$47,652	$5,837	$47,109	$45,633	$8,499	$43,580	.	.	.
Nondoctoral	$56,880	$8,633	$58,200	$47,633	$6,730	$46,409	$39,628	$5,508	$38,628	$35,095	$4,481	$34,705
Secular												
Doctoral	$48,597	$9,416	$50,000	$42,420	$6,889	$41,556	$40,296	$6,466	$39,404	.	.	.
Nondoctoral	.	.	.	$40,186	$4,691	$38,548	$35,917	$4,346	$35,691	$33,181	$3,415	$32,760
Religious												
Doctoral	$47,486	$4,054	$47,667	$41,594	$5,030	$40,816	$35,871	$3,671	$36,015	.	.	.
Nondoctoral	$51,912	$11,976	$50,111	$37,722	$5,939	$36,375	$33,886	$4,673	$33,712	$29,613	$4,270	$29,871
Total												
Doctoral	$51,522	$9,483	$50,274	$44,050	$6,456	$43,390	$41,561	$8,020	$39,507	.	.	.
Nondoctoral	$52,096	$10,763	$50,111	$40,637	$7,249	$40,187	$35,547	$5,220	$35,097	$31,104	$4,671	$30,900

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$50,852	$55,589	$62,389	$43,127	$47,109	$51,875	$39,233	$43,580	$51,099	.	.	.
Nondoctoral	$47,663	$58,200	$64,778	$42,852	$46,409	$51,106	$35,590	$38,628	$42,778	$32,520	$34,705	$36,106
Secular												
Doctoral	$39,788	$50,000	$55,007	$36,990	$41,556	$47,604	$35,444	$39,404	$45,370	.	.	.
Nondoctoral	.	.	.	$37,085	$38,548	$42,258	$33,000	$35,691	$38,939	$30,426	$32,760	$36,756
Religious												
Doctoral	$43,951	$47,667	$50,000	$38,763	$40,816	$44,244	$33,000	$36,015	$37,889	.	.	.
Nondoctoral	$40,938	$50,111	$64,686	$33,011	$36,375	$43,001	$30,556	$33,712	$36,566	$27,456	$29,871	$31,778
Total												
Doctoral	$45,019	$50,274	$56,222	$39,725	$43,390	$48,278	$35,444	$39,507	$45,370	.	.	.
Nondoctoral	$40,938	$50,111	$64,686	$35,444	$40,187	$45,206	$31,987	$35,097	$38,994	$28,111	$30,900	$34,100

Table 35. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with an ACADEMIC HEALTH CENTER According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	270	$43,044	$106,451	519	$35,157	$86,082	505	$28,722	$77,806	6	$34,650	$45,574
Nondoctoral	13	$35,732	$93,396	164	$34,583	$76,624	489	$28,204	$71,188	266	$27,414	$53,300
Secular												
Doctoral	36	$47,025	$114,522	95	$40,100	$87,389	141	$31,656	$74,189	12	$33,000	$57,444
Nondoctoral	2	.	.	15	$36,921	$59,750	99	$31,961	$69,000	222	$31,200	$70,500
Religious												
Doctoral	12	$45,849	$73,300	37	$36,379	$69,300	27	$38,702	$52,000	1	.	.
Nondoctoral	1	.	.	16	$38,655	$53,778	52	$29,506	$48,889	14	$27,835	$50,441
Total												
Doctoral	318	$43,044	$114,522	651	$35,157	$87,389	673	$28,722	$77,806	19	$33,000	$57,444
Nondoctoral	16	$35,732	$93,396	195	$34,583	$76,624	640	$28,204	$71,188	502	$27,414	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$65,945	$11,505	$64,495	$53,350	$8,228	$52,250	$45,622	$5,640	$44,904	$38,774	$3,861	$38,251
Nondoctoral	$59,416	$14,287	$58,200	$47,059	$7,206	$45,781	$39,763	$5,775	$38,377	$34,833	$4,555	$34,000
Secular												
Doctoral	$76,354	$19,240	$74,556	$56,399	$8,735	$55,225	$47,611	$6,648	$47,300	$44,117	$8,465	$44,150
Nondoctoral	.	.	.	$45,654	$5,564	$46,293	$44,794	$6,526	$44,519	$41,394	$5,885	$41,113
Religious												
Doctoral	$57,880	$8,608	$53,408	$53,257	$6,919	$52,678	$44,784	$3,126	$44,500	.	.	.
Nondoctoral	.	.	.	$45,533	$3,527	$44,890	$39,071	$5,301	$39,269	$36,953	$6,246	$37,128
Total												
Doctoral	$66,819	$13,029	$64,745	$53,790	$8,295	$52,793	$46,005	$5,844	$45,100	$42,319	$7,368	$42,000
Nondoctoral	$60,906	$13,922	$59,928	$46,826	$6,864	$45,748	$40,485	$6,139	$39,111	$37,794	$6,138	$36,751

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$57,557	$64,495	$71,744	$47,246	$52,250	$58,630	$42,475	$44,904	$47,778	$36,186	$38,251	$39,734
Nondoctoral	$48,688	$58,200	$64,428	$41,947	$45,781	$51,047	$36,078	$38,377	$42,249	$31,800	$34,000	$37,024
Secular												
Doctoral	$59,017	$74,556	$92,649	$51,456	$55,225	$59,889	$43,756	$47,300	$50,722	$37,000	$44,150	$48,889
Nondoctoral	.	.	.	$40,996	$46,293	$47,286	$39,734	$44,519	$49,200	$37,500	$41,113	$44,295
Religious												
Doctoral	$52,254	$53,408	$66,112	$48,889	$52,678	$57,078	$42,778	$44,500	$46,567	.	.	.
Nondoctoral	.	.	.	$43,617	$44,890	$47,615	$34,831	$39,269	$44,000	$31,971	$37,128	$40,822
Total												
Doctoral	$57,282	$64,745	$72,800	$47,697	$52,793	$58,796	$42,778	$45,100	$48,644	$36,186	$42,000	$46,689
Nondoctoral	$50,690	$59,928	$67,663	$42,081	$45,748	$50,686	$36,536	$39,111	$43,719	$33,149	$36,751	$41,800

Table 36. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for TENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	448	$40,409	$110,886	731	$35,157	$86,082	141	$28,722	$77,806	0	.	.
Nondoctoral	45	$28,160	$93,396	433	$24,053	$76,624	519	$23,687	$63,904	14	$33,000	$44,117
Secular												
Doctoral	53	$39,788	$114,522	98	$31,778	$87,389	17	$37,131	$50,800	0	.	.
Nondoctoral	4	$38,298	$78,234	38	$36,309	$59,750	62	$29,802	$50,967	0	.	.
Religious												
Doctoral	56	$38,280	$80,141	135	$31,670	$69,587	31	$34,100	$58,566	0	.	.
Nondoctoral	10	$37,278	$64,686	118	$29,333	$52,800	143	$25,000	$52,106	2	.	.
Total												
Doctoral	557	$38,280	$114,522	964	$31,670	$87,389	189	$28,722	$77,806	0	.	.
Nondoctoral	59	$28,160	$93,396	589	$24,053	$76,624	724	$23,687	$63,904	16	$33,000	$50,441

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$65,608	$11,955	$64,283	$53,256	$8,193	$52,000	$45,709	$6,782	$44,611	.	.	.
Nondoctoral	$55,320	$13,013	$55,452	$47,030	$7,181	$46,096	$41,219	$5,044	$40,578	$36,539	$3,048	$35,780
Secular												
Doctoral	$66,648	$16,019	$64,064	$51,730	$8,960	$52,659	$44,577	$4,139	$46,066	.	.	.
Nondoctoral	$65,092	$18,184	$71,917	$44,271	$6,026	$42,269	$40,779	$5,318	$40,317	.	.	.
Religious												
Doctoral	$54,752	$9,366	$53,275	$49,653	$8,243	$49,296	$43,757	$5,578	$43,631	.	.	.
Nondoctoral	$46,442	$9,573	$41,394	$41,281	$4,932	$42,207	$37,627	$5,781	$36,789	.	.	.
Total												
Doctoral	$64,615	$12,592	$63,384	$52,596	$8,370	$51,828	$45,287	$6,422	$44,462	.	.	.
Nondoctoral	$54,478	$13,388	$54,835	$45,700	$7,096	$45,000	$40,472	$5,403	$39,836	$37,333	$4,512	$35,780

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$57,050	$64,283	$71,031	$47,343	$52,000	$58,321	$41,160	$44,611	$49,003	.	.	.
Nondoctoral	$48,400	$55,452	$63,467	$42,565	$46,096	$50,985	$37,360	$40,578	$44,117	$34,222	$35,780	$38,378
Secular												
Doctoral	$56,090	$64,064	$75,105	$47,165	$52,659	$55,900	$41,190	$46,066	$48,269	.	.	.
Nondoctoral	$46,196	$71,917	$77,162	$39,332	$42,269	$49,280	$36,970	$40,317	$44,670	.	.	.
Religious												
Doctoral	$48,151	$53,275	$61,991	$43,559	$49,296	$56,000	$38,667	$43,631	$47,056	.	.	.
Nondoctoral	$38,993	$41,394	$54,786	$37,013	$42,207	$44,999	$33,985	$36,789	$40,728	.	.	.
Total												
Doctoral	$55,644	$63,384	$71,031	$46,787	$51,828	$57,825	$41,008	$44,462	$48,577	.	.	.
Nondoctoral	$43,135	$54,835	$64,428	$41,312	$45,000	$49,367	$36,789	$39,836	$43,940	$34,313	$35,780	$38,806

Table 37. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for NONTENURED FACULTY in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	31	$42,778	$80,000	277	$36,667	$95,333	684	$30,503	$65,125	11	$34,222	$53,167
Nondoctoral	0	.	.	33	$34,820	$55,000	738	$26,889	$71,188	486	$21,370	$50,111
Secular												
Doctoral	16	$42,751	$113,020	86	$30,000	$81,889	164	$31,656	$74,189	14	$33,000	$57,444
Nondoctoral	0	.	.	22	$32,389	$49,735	196	$27,090	$69,000	231	$26,773	$70,500
Religious												
Doctoral	9	$45,000	$56,000	43	$33,000	$69,300	82	$30,800	$51,459	2	.	.
Nondoctoral	0	.	.	54	$28,270	$53,778	337	$22,000	$52,400	125	$19,000	$42,778
Total												
Doctoral	56	$42,751	$113,020	407	$30,000	$95,333	930	$30,503	$74,189	27	$26,185	$57,444
Nondoctoral	0	.	.	110	$28,270	$55,000	1279	$22,000	$71,188	843	$19,000	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$62,180	$8,895	$60,781	$51,015	$7,527	$50,083	$45,140	$5,180	$44,553	$40,311	$5,625	$39,734
Nondoctoral	.	.	.	$42,782	$4,462	$42,415	$38,189	$4,922	$37,376	$34,883	$4,457	$34,362
Secular												
Doctoral	$70,014	$25,568	$59,934	$51,258	$10,145	$50,714	$46,303	$7,271	$46,169	$43,839	$7,910	$44,150
Nondoctoral	.	.	.	$42,675	$4,629	$41,994	$39,270	$6,883	$38,387	$40,420	$6,236	$40,061
Religious												
Doctoral	$51,125	$3,977	$50,000	$43,957	$7,898	$41,910	$41,382	$4,702	$41,900	.	.	.
Nondoctoral	.	.	.	$35,375	$5,879	$33,985	$34,336	$4,947	$33,831	$31,065	$4,406	$30,861
Total												
Doctoral	$62,641	$16,167	$58,996	$50,306	$8,449	$49,265	$45,014	$5,692	$44,600	$41,550	$7,508	$41,498
Nondoctoral	.	.	.	$39,130	$6,364	$39,156	$37,345	$5,575	$36,667	$35,832	$5,882	$34,916

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$55,000	$60,781	$67,717	$46,415	$50,083	$55,500	$42,018	$44,553	$47,837	$34,650	$39,734	$43,576
Nondoctoral	.	.	.	$40,944	$42,415	$44,218	$34,736	$37,376	$40,853	$31,841	$34,362	$37,889
Secular												
Doctoral	$50,250	$59,934	$96,010	$44,443	$50,714	$56,039	$41,837	$46,169	$50,661	$39,111	$44,150	$47,813
Nondoctoral	.	.	.	$39,022	$41,994	$46,383	$34,222	$38,387	$42,429	$36,049	$40,061	$44,072
Religious												
Doctoral	$48,889	$50,000	$54,700	$38,531	$41,910	$48,440	$38,375	$41,900	$44,611	.	.	.
Nondoctoral	.	.	.	$30,964	$33,985	$38,433	$30,773	$33,831	$36,911	$28,111	$30,861	$33,611
Total												
Doctoral	$51,478	$58,996	$68,294	$44,244	$49,265	$55,000	$41,580	$44,600	$47,981	$34,650	$41,498	$45,222
Nondoctoral	.	.	.	$33,752	$39,156	$44,000	$33,829	$36,667	$40,333	$31,915	$34,916	$39,233

Table 38. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH UNDERGRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	84	$40,409	$101,078	340	$35,157	$77,227	337	$28,722	$77,806	10	$31,361	$53,167
Nondoctoral	35	$28,160	$71,031	378	$24,053	$71,047	1306	$23,687	$63,904	695	$20,227	$50,111
Secular												
Doctoral	23	$36,186	$87,499	67	$31,778	$78,467	67	$31,656	$61,500	1	.	.
Nondoctoral	3	$38,298	$73,944	52	$32,389	$58,422	252	$24,444	$55,733	127	$26,773	$51,700
Religious												
Doctoral	23	$38,280	$67,177	75	$32,500	$63,556	70	$30,800	$58,566	2	.	.
Nondoctoral	10	$37,278	$64,686	163	$28,270	$53,778	531	$22,000	$52,106	178	$18,944	$42,778
Total												
Doctoral	130	$36,186	$101,078	483	$31,778	$78,467	474	$28,722	$77,806	13	$26,185	$53,167
Nondoctoral	48	$28,160	$73,944	594	$24,053	$71,047	2108	$22,000	$63,904	1001	$18,944	$51,700

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$59,913	$10,187	$58,872	$50,059	$6,940	$49,297	$44,182	$5,906	$43,633	$39,635	$6,797	$37,843
Nondoctoral	$52,660	$11,875	$54,159	$45,704	$6,499	$44,845	$39,159	$5,158	$38,190	$34,495	$4,519	$34,173
Secular												
Doctoral	$54,684	$13,401	$54,756	$48,113	$8,524	$48,000	$42,887	$6,457	$42,598	.	.	.
Nondoctoral	$51,487	$19,548	$42,217	$42,222	$5,550	$40,484	$37,655	$5,373	$36,813	$38,286	$5,795	$38,002
Religious												
Doctoral	$48,514	$7,073	$47,799	$43,974	$7,107	$41,653	$41,923	$5,403	$42,290	.	.	.
Nondoctoral	$46,056	$9,309	$41,394	$38,639	$5,700	$38,133	$34,856	$5,051	$34,320	$31,242	$4,738	$31,130
Total												
Doctoral	$56,971	$11,192	$56,409	$48,833	$7,511	$48,459	$43,665	$5,965	$43,132	$38,695	$7,025	$38,500
Nondoctoral	$51,211	$11,920	$50,786	$43,456	$6,936	$43,270	$37,867	$5,459	$37,091	$34,396	$5,106	$34,000

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$53,450	$58,872	$67,269	$45,464	$49,297	$53,466	$40,810	$43,633	$46,750	$34,222	$37,843	$43,892
Nondoctoral	$46,130	$54,159	$60,763	$42,008	$44,845	$48,825	$35,503	$38,190	$42,016	$31,442	$34,173	$37,223
Secular												
Doctoral	$43,588	$54,756	$61,710	$41,433	$48,000	$53,839	$38,500	$42,598	$47,300	.	.	.
Nondoctoral	$38,298	$42,217	$73,944	$37,990	$40,484	$46,658	$33,917	$36,813	$40,509	$33,244	$38,002	$43,391
Religious												
Doctoral	$43,163	$47,799	$52,444	$39,111	$41,653	$48,440	$38,320	$42,290	$44,611	.	.	.
Nondoctoral	$39,221	$41,394	$51,100	$34,512	$38,133	$43,308	$31,143	$34,320	$37,571	$28,111	$31,130	$34,039
Total												
Doctoral	$49,234	$56,409	$63,384	$43,516	$48,459	$53,260	$40,332	$43,132	$46,606	$34,222	$38,500	$43,576
Nondoctoral	$40,390	$50,786	$59,213	$39,184	$43,270	$47,244	$34,222	$37,091	$40,996	$31,000	$34,000	$37,416

Table 39. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	206	$42,243	$110,886	309	$35,298	$95,333	207	$33,492	$65,125	0	.	.
Nondoctoral	4	$35,732	$93,396	37	$28,000	$71,047	60	$30,924	$71,188	15	$26,653	$53,300
Secular												
Doctoral	31	$42,751	$113,020	61	$40,100	$87,389	53	$32,896	$68,400	6	$33,000	$46,689
Nondoctoral	2	.	.	12	$36,921	$59,750	40	$31,970	$69,000	65	$31,800	$70,500
Religious												
Doctoral	24	$44,733	$80,141	52	$36,379	$69,587	18	$35,606	$52,000	1	.	.
Nondoctoral	0	.	.	5	$38,500	$49,347	11	$37,116	$48,302	4	$34,222	$50,441
Total												
Doctoral	261	$42,243	$113,020	422	$35,298	$95,333	278	$32,896	$68,400	7	$33,000	$46,689
Nondoctoral	6	$35,732	$93,396	54	$28,000	$71,047	111	$30,924	$71,188	84	$26,653	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,879	$12,854	$65,662	$55,204	$8,949	$54,092	$46,732	$5,912	$45,864	.	.	.
Nondoctoral	$62,398	$23,702	$60,232	$49,898	$8,511	$50,148	$41,845	$7,546	$40,332	$38,168	$6,676	$36,076
Secular												
Doctoral	$68,453	$18,962	$64,778	$55,093	$9,569	$53,778	$47,019	$6,041	$46,297	$38,652	$6,467	$37,000
Nondoctoral	.	.	.	$44,996	$6,175	$45,180	$44,420	$6,955	$43,646	$40,328	$7,643	$38,820
Religious												
Doctoral	$59,230	$8,662	$57,519	$51,772	$8,554	$50,423	$43,132	$4,164	$43,481	.	.	.
Nondoctoral	.	.	.	$45,388	$4,431	$44,956	$42,821	$3,886	$43,022	$40,041	$7,272	$37,750
Total												
Doctoral	$67,152	$13,595	$64,856	$54,765	$9,042	$53,789	$46,553	$5,894	$45,773	$39,130	$6,038	$41,000
Nondoctoral	$66,286	$19,502	$65,773	$48,391	$7,978	$47,223	$42,870	$7,107	$41,321	$39,929	$7,427	$38,780

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$58,135	$65,662	$75,336	$48,889	$54,092	$60,000	$42,656	$45,864	$50,445	.	.	.
Nondoctoral	$47,270	$60,232	$77,526	$45,095	$50,148	$53,676	$37,520	$40,332	$43,590	$34,222	$36,076	$44,053
Secular												
Doctoral	$55,837	$64,778	$75,778	$49,227	$53,778	$57,710	$43,750	$46,297	$50,692	$33,000	$37,000	$45,222
Nondoctoral	.	.	.	$40,990	$45,180	$46,793	$39,006	$43,646	$49,365	$35,000	$38,820	$41,556
Religious												
Doctoral	$53,418	$57,519	$66,063	$44,498	$50,423	$58,997	$39,785	$43,481	$45,833	.	.	.
Nondoctoral	.	.	.	$44,880	$44,956	$49,257	$40,000	$43,022	$46,444	$35,111	$37,750	$44,971
Total												
Doctoral	$56,555	$64,856	$74,580	$48,398	$53,789	$59,639	$42,656	$45,773	$50,293	$33,000	$41,000	$45,222
Nondoctoral	$58,808	$65,773	$78,234	$43,536	$47,223	$52,446	$38,038	$41,321	$45,910	$34,958	$38,780	$41,903

Table 40. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries for FACULTY WITH BOTH UNDERGRADUATE AND GRADUATE TEACHING RESPONSIBILITIES in All Schools According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	167	$43,044	$106,451	377	$37,889	$73,754	343	$32,354	$65,223	4	$37,002	$41,498
Nondoctoral	6	$48,688	$75,272	63	$34,820	$76,624	96	$31,383	$54,132	41	$28,548	$49,231
Secular												
Doctoral	19	$35,840	$114,522	68	$30,000	$76,144	55	$31,778	$74,189	7	$39,111	$57,444
Nondoctoral	0	.	.	7	$39,446	$52,030	27	$34,161	$58,770	62	$34,528	$63,960
Religious												
Doctoral	23	$42,778	$73,519	66	$31,670	$67,411	36	$33,875	$48,889	0	.	.
Nondoctoral	1	.	.	13	$35,396	$52,800	29	$33,000	$52,400	5	$27,835	$37,278
Total												
Doctoral	209	$35,840	$114,522	511	$30,000	$76,144	434	$31,778	$74,189	11	$37,002	$57,444
Nondoctoral	7	$48,688	$75,272	83	$34,820	$76,624	152	$31,383	$58,770	108	$27,835	$63,960

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$64,450	$10,489	$63,860	$52,576	$7,282	$51,041	$45,484	$4,751	$45,000	$39,227	$1,886	$39,205
Nondoctoral	$60,233	$10,150	$60,974	$49,676	$8,075	$49,434	$41,434	$5,148	$40,940	$35,039	$4,622	$33,820
Secular												
Doctoral	$72,342	$21,109	$72,844	$51,926	$9,095	$52,910	$49,622	$7,132	$49,133	$48,547	$6,884	$47,813
Nondoctoral	.	.	.	$43,702	$4,906	$41,987	$45,583	$6,477	$46,769	$43,047	$5,128	$42,335
Religious												
Doctoral	$53,124	$7,372	$52,590	$48,747	$7,764	$46,522	$42,038	$4,412	$42,107	.	.	.
Nondoctoral	.	.	.	$43,798	$5,028	$43,878	$39,450	$4,533	$38,622	$33,341	$3,678	$34,222
Total												
Doctoral	$63,921	$12,317	$62,691	$51,995	$7,698	$51,142	$45,723	$5,371	$45,108	$45,158	$7,184	$44,099
Nondoctoral	$59,339	$9,563	$57,519	$48,252	$7,826	$46,955	$41,792	$5,605	$40,944	$39,557	$6,338	$39,278

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$57,557	$63,860	$69,000	$47,246	$51,041	$57,335	$42,623	$45,000	$47,667	$37,838	$39,205	$40,616
Nondoctoral	$50,054	$60,974	$65,435	$43,593	$49,434	$54,451	$38,263	$40,940	$44,050	$31,920	$33,820	$37,080
Secular												
Doctoral	$56,375	$72,844	$93,265	$47,604	$52,910	$57,656	$46,058	$49,133	$53,300	$44,099	$47,813	$57,200
Nondoctoral	.	.	.	$40,236	$41,987	$49,257	$39,341	$46,769	$49,573	$39,312	$42,335	$45,152
Religious												
Doctoral	$48,889	$52,590	$53,953	$43,727	$46,522	$55,000	$38,584	$42,107	$46,157	.	.	.
Nondoctoral	.	.	.	$38,825	$43,878	$46,444	$36,422	$38,622	$42,778	$31,778	$34,222	$35,591
Total												
Doctoral	$55,050	$62,691	$70,446	$46,552	$51,142	$57,217	$42,610	$45,108	$48,500	$39,111	$44,099	$49,964
Nondoctoral	$50,054	$57,519	$65,435	$42,280	$46,955	$52,800	$37,944	$40,944	$46,191	$34,568	$39,278	$43,961

Table 41. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a BACCALAUREATE PROGRAM ONLY According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	45	$41,667	$85,690	177	$36,359	$69,244	77	$32,389	$65,812	0	.	.
Nondoctoral	17	$28,160	$64,778	164	$24,053	$71,047	490	$23,687	$54,096	172	$20,227	$47,764
Secular												
Doctoral	12	$37,000	$87,499	34	$31,778	$59,460	25	$32,144	$55,450	0	.	.
Nondoctoral	2	.	.	23	$32,389	$49,735	166	$24,444	$54,228	34	$26,773	$47,667
Religious												
Doctoral	22	$38,280	$67,177	59	$32,500	$58,624	21	$30,800	$52,538	1	.	.
Nondoctoral	8	$37,278	$57,223	124	$28,270	$53,778	357	$22,000	$52,106	119	$18,944	$42,778
Total												
Doctoral	79	$37,000	$87,499	271	$31,778	$69,244	123	$30,800	$65,812	1	.	.
Nondoctoral	27	$28,160	$64,778	312	$24,053	$71,047	1032	$22,000	$54,228	326	$18,944	$47,764

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$58,991	$9,790	$56,503	$48,379	$5,478	$48,052	$43,755	$5,771	$42,778	.	.	.
Nondoctoral	$45,539	$10,843	$46,130	$44,214	$6,486	$44,023	$38,673	$4,978	$37,842	$34,172	$4,242	$34,467
Secular												
Doctoral	$56,091	$13,417	$56,711	$45,701	$7,935	$45,283	$41,609	$6,447	$40,405	.	.	.
Nondoctoral	.	.	.	$41,385	$4,569	$41,378	$37,387	$5,443	$36,577	$34,660	$4,332	$34,283
Religious												
Doctoral	$48,589	$7,230	$47,852	$42,224	$5,853	$41,006	$38,734	$5,940	$36,868	.	.	.
Nondoctoral	$43,220	$7,092	$40,390	$37,526	$5,530	$36,609	$34,504	$5,009	$34,100	$29,942	$4,844	$29,394
Total												
Doctoral	$55,653	$10,680	$54,756	$46,690	$6,401	$46,444	$42,462	$6,189	$41,837	.	.	.
Nondoctoral	$44,461	$9,422	$41,850	$41,344	$6,767	$42,137	$36,974	$5,376	$36,266	$32,676	$4,922	$33,048

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$52,941	$56,503	$64,778	$44,660	$48,052	$51,480	$40,456	$42,778	$45,561	.	.	.
Nondoctoral	$36,476	$46,130	$55,452	$40,847	$44,023	$47,368	$35,007	$37,842	$41,623	$32,555	$34,467	$36,353
Secular												
Doctoral	$47,510	$56,711	$62,184	$38,060	$45,283	$53,197	$36,300	$40,405	$46,139	.	.	.
Nondoctoral	.	.	.	$37,990	$41,378	$42,979	$34,106	$36,577	$40,333	$32,083	$34,283	$36,756
Religious												
Doctoral	$43,163	$47,852	$52,444	$38,803	$41,006	$44,856	$35,444	$36,868	$42,290	.	.	.
Nondoctoral	$38,765	$40,390	$46,475	$33,494	$36,609	$42,434	$31,032	$34,100	$37,272	$27,133	$29,394	$32,340
Total												
Doctoral	$47,905	$54,756	$63,210	$41,816	$46,444	$50,912	$38,500	$41,837	$45,406	.	.	.
Nondoctoral	$37,278	$41,850	$52,920	$36,528	$42,137	$45,544	$33,496	$36,266	$40,170	$29,348	$33,048	$35,861

Table 42. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a MASTER'S PROGRAM According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	441	$40,409	$110,886	868	$35,298	$95,333	826	$28,722	$77,806	15	$31,361	$53,167
Nondoctoral	30	$35,732	$93,396	329	$28,000	$76,624	992	$26,889	$71,188	591	$23,363	$53,300
Secular												
Doctoral	64	$35,840	$114,522	170	$30,000	$87,389	168	$31,656	$74,189	14	$33,000	$57,444
Nondoctoral	3	$69,890	$78,234	50	$34,293	$59,750	167	$29,802	$69,000	236	$27,230	$70,500
Religious												
Doctoral	48	$42,778	$80,141	136	$31,670	$69,587	104	$33,875	$58,566	2	.	.
Nondoctoral	3	$50,111	$64,686	59	$30,931	$52,800	220	$24,281	$52,400	74	$27,835	$50,441
Total												
Doctoral	553	$35,840	$114,522	1174	$30,000	$95,333	1098	$28,722	$77,806	31	$31,361	$57,444
Nondoctoral	36	$35,732	$93,396	438	$28,000	$76,624	1379	$24,281	$71,188	901	$23,363	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$66,010	$11,810	$64,651	$53,440	$8,169	$52,296	$45,407	$5,562	$44,661	$39,736	$5,586	$39,500
Nondoctoral	$60,421	$11,121	$59,786	$47,882	$7,064	$46,871	$39,752	$5,384	$38,812	$34,720	$4,654	$34,000
Secular												
Doctoral	$67,234	$19,452	$64,033	$53,038	$9,149	$53,008	$46,917	$6,719	$46,632	$43,839	$7,910	$44,150
Nondoctoral	$74,023	$4,173	$73,944	$43,662	$5,899	$41,994	$41,425	$6,811	$40,584	$40,736	$6,242	$40,578
Religious												
Doctoral	$56,047	$8,562	$53,825	$50,209	$8,116	$49,600	$42,774	$4,453	$42,778	.	.	.
Nondoctoral	$56,257	$7,551	$53,973	$42,898	$4,758	$43,858	$36,472	$5,276	$36,043	$34,554	$3,852	$34,069
Total												
Doctoral	$65,287	$12,995	$63,800	$53,008	$8,367	$52,276	$45,388	$5,745	$44,746	$41,622	$6,788	$41,498
Nondoctoral	$61,207	$11,110	$61,209	$46,729	$6,958	$45,806	$39,431	$5,728	$38,490	$36,282	$5,712	$35,109

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$57,868	$64,651	$71,573	$47,596	$52,296	$58,573	$42,000	$44,661	$48,278	$34,650	$39,500	$43,576
Nondoctoral	$52,691	$59,786	$71,031	$42,568	$46,871	$51,606	$36,265	$38,812	$42,726	$31,411	$34,000	$37,595
Secular												
Doctoral	$53,979	$64,033	$78,436	$47,675	$53,008	$57,078	$43,150	$46,632	$50,661	$39,111	$44,150	$47,813
Nondoctoral	$69,890	$73,944	$78,234	$38,856	$41,994	$47,286	$35,691	$40,584	$46,427	$36,962	$40,578	$44,085
Religious												
Doctoral	$50,221	$53,825	$61,902	$44,000	$49,600	$56,640	$39,509	$42,778	$46,261	.	.	.
Nondoctoral	$50,111	$53,973	$64,686	$38,500	$43,858	$46,013	$33,000	$36,043	$39,076	$31,778	$34,069	$37,278
Total												
Doctoral	$56,000	$63,800	$71,537	$47,068	$52,276	$58,161	$42,000	$44,746	$48,447	$36,186	$41,498	$45,222
Nondoctoral	$53,012	$61,209	$71,031	$41,978	$45,806	$50,776	$35,444	$38,490	$42,743	$32,068	$35,109	$39,598

Table 43. CALENDAR YEAR BASIS: Minimum, Maximum, Mean, Median, and Percentile Salaries in Institutions with a DOCTORAL PROGRAM According to Rank by Type of Institution and Degree Level

	Rank											
	Professor			Associate			Assistant			Instructor		
	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max	Valid N	Min	Max
Public												
Doctoral	248	$46,524	$107,556	449	$35,157	$86,082	445	$28,722	$77,806	4	$36,186	$45,574
Nondoctoral	8	$35,732	$93,396	102	$36,091	$76,624	302	$28,204	$63,262	142	$28,548	$44,080
Secular												
Doctoral	37	$42,589	$114,522	71	$40,100	$87,389	105	$31,656	$74,189	11	$33,000	$57,200
Nondoctoral	0	.	.	6	$39,881	$59,750	57	$31,961	$58,770	170	$31,200	$70,500
Religious												
Doctoral	17	$51,924	$73,300	52	$35,425	$69,300	30	$33,875	$48,644	0	.	.
Nondoctoral	0	.	.	17	$37,774	$49,347	28	$33,000	$48,302	15	$31,593	$50,441
Total												
Doctoral	302	$42,589	$114,522	572	$35,157	$87,389	580	$28,722	$77,806	15	$33,000	$57,200
Nondoctoral	8	$35,732	$93,396	125	$36,091	$76,624	387	$28,204	$63,262	327	$28,548	$70,500

	Rank											
	Professor			Associate			Assistant			Instructor		
	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median	Mean	SD	Median
Public												
Doctoral	$67,066	$11,806	$65,190	$54,911	$8,268	$53,556	$45,699	$5,277	$45,100	$41,010	$4,062	$41,139
Nondoctoral	$64,493	$16,214	$63,467	$48,125	$7,668	$46,325	$39,644	$5,117	$38,478	$35,498	$3,492	$35,010
Secular												
Doctoral	$73,745	$17,952	$72,844	$56,481	$8,029	$55,122	$46,955	$6,756	$46,444	$42,906	$7,710	$44,099
Nondoctoral	.	.	.	$47,238	$7,134	$46,772	$44,411	$6,208	$43,904	$41,562	$6,081	$41,659
Religious												
Doctoral	$60,922	$6,434	$61,722	$50,444	$7,989	$50,150	$41,524	$4,905	$39,913	.	.	.
Nondoctoral	.	.	.	$43,994	$3,616	$44,050	$40,312	$4,906	$40,242	$36,178	$4,780	$35,017
Total												
Doctoral	$67,539	$12,748	$65,262	$54,699	$8,325	$53,569	$45,710	$5,652	$45,108	$42,400	$6,837	$42,778
Nondoctoral	$64,493	$16,214	$63,467	$47,520	$7,324	$46,022	$40,395	$5,524	$39,246	$38,682	$5,870	$38,100

	Rank											
	Professor			Associate			Assistant			Instructor		
	25th	50th	75th	25th	50th	75th	25th	50th	75th	25th	50th	75th
Public												
Doctoral	$58,576	$65,190	$73,060	$48,796	$53,556	$59,723	$42,778	$45,100	$47,936	$37,843	$41,139	$44,176
Nondoctoral	$59,587	$63,467	$70,354	$42,603	$46,325	$51,404	$36,862	$38,478	$41,797	$32,389	$35,010	$38,160
Secular												
Doctoral	$58,757	$72,844	$86,400	$51,456	$55,122	$60,256	$43,156	$46,444	$50,630	$33,000	$44,099	$47,813
Nondoctoral	.	.	.	$40,996	$46,772	$49,257	$39,640	$43,904	$48,613	$37,925	$41,659	$44,612
Religious												
Doctoral	$55,050	$61,722	$66,450	$43,835	$50,150	$56,294	$37,675	$39,913	$46,567	.	.	.
Nondoctoral	.	.	.	$41,679	$44,050	$46,245	$34,981	$40,242	$44,611	$33,000	$35,017	$38,256
Total												
Doctoral	$58,361	$65,262	$73,333	$48,808	$53,569	$59,507	$42,632	$45,108	$48,429	$36,186	$42,778	$46,689
Nondoctoral	$59,587	$63,467	$70,354	$42,568	$46,022	$49,989	$37,000	$39,246	$43,472	$34,125	$38,100	$42,000

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1990-91 AACN SURVEY
IV. FULL-TIME FACULTY

Page _____ of _____ full-time faculty pages

*** KEY:**
Ethnic Background

1 = Asian
2 = Black (Non-Hispanic)
3 = Native American
4 = Mexican American
5 = Puerto Rican
6 = Other Hispanic
7 = White (Other than Hispanic)

GENDER		ETHNIC BACK-GROUND (See Key*)	TYPE FACULTY (Circle only one number)		DEGREE LEVEL (Circle only one number)		FACULTY RANK (Circle only one number)					PRIMARY TEACHING RESPONS-IBILITES			CAREER TRACK (Circle only one number)		TENURE STATUS (see instructions on back. Circle only one number)			SALARY BASIS (Circle only one number)		SALARY	
Female	Male	Place Number in Column	Nurse	Nonnurse	Doctoral	Nondoctoral	Professor	Associate Professor	Assistant Professor	Instructor	Other	Undergrad.	Graduate	Both	Tenure Track	Nontenure Track	Tenured	Not Tenured	Special	Academic Year	Calendar Year		Line Number
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	01
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	02
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	03
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	04
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	05
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	06
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	07
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	08
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	09
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	10
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	11
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	12
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	13
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	14
1	2		1	2	1	2	1	2	3	4	5	1	2	3	1	2	1	2	3	1	2	____.____	15

APPENDIX B

Institutional Data Systems
Instructions for the Full-time Faculty Survey

PURPOSE:

This form is for the collection of salaries and related data on all full-time faculty except the dean. Salaries for acting deans and administrative faculty in the nursing program should be included on this form.

FULL-TIME FACULTY:

Include all persons with faculty appointments in your school of nursing, even though their salaries may be paid from a number of funds, who are considered by your institution to be full-time faculty.

TYPE OF FACULTY:

Circle only one number for each faculty member. Indicate if a nurse or nonnurse.

DEGREE LEVEL:

Circle only one number for each faculty member.

FACULTY RANK:

Circle only one number for each faculty member. Include only individuals having a faculty appointment in the report. If a school uses nonstandard faculty ranks internally, assign individuals to the nearest standard ranks on this form if there is a reasonably close equivalent. In the case of "Others," add an asterisk (*) after the line number on the far right of the sheet. Then identify their actual titles by line number at the bottom of this page. Use "Other" only for those faculty (e.g., lecturer, research associate, assistant instructor) who have faculty status, but do not fit one of the four standard ranks.

PRIMARY TEACHING RESPONSIBILITY:

Circle only one number for each faculty member.

TENURE STATUS:

Circle only one number for each faculty member.

1 = Faculty member is tenured
2 = Faculty member is not tenured
3 = Faculty member holds special nontenure position (clinical, fixed term, etc.)

SALARY BASIS:

Circle only one number for each faculty member. Use academic year for faculty teaching on a nine- or ten-month contract basis; use calendar year for faculty teaching on an eleven- or twelve-month contract basis.

SALARY:

Current fiscal-year salary rounded to the nearest dollar. The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the faculty member's own contribution to retirement funds, life insurance, etc.

PAGES:

Each page has space for 15 salaries. Copy and add pages as needed and number pages consecutively.

APPENDIX C

List of Participating Institutions in the 1990-91 IDS Full-time Faculty Survey

NORTH ATLANTIC REGION

CONNECTICUT
- Fairfield University
- Southern Connecticut State Univ.
- St. Joseph College
- University of Hartford
- Western Connecticut State Univ.
- Yale University

DELAWARE
- University of Delaware
- Wilmington College

DISTRICT OF COLUMBIA
- Catholic University of America
- Georgetown University
- Howard University
- University of the District of Columbia

MAINE
- Husson College/E. Maine Medical Center
- St. Joseph's College
- University of Maine
- University of Southern Maine

MASSACHUSETTS
- American International College
- Atlantic Union College
- Boston College
- College of Our Lady of the Elms
- Curry College
- Fitchburg State College
- Framingham State College
- Massachusetts College of Pharmacy /Allied Health Science
- MGH Institute of Health Professions
- Northeastern University
- Regis College
- Southeastern Massachusetts University
- University of Lowell
- University of Massachusetts-Amherst
- University of Massachusetts-Boston
- University of Massachusetts Medical Center

NEW HAMPSHIRE
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

NEW JERSEY
- Bloomfield College
- College of St. Elizabeth
- Fairleigh Dickinson University
- Felician College
- Jersey City State College
- Kean College of New Jersey
- Monmouth College
- Rutgers, The State University of New Jersey
- Rutgers, The State University-Camden

NEW JERSEY, CONTINUED
- Saint Peter's College
- Seton Hall University
- Stockton State College
- Thomas A. Edison State College
- Trenton State College
- Univ. of Medicine & Dentistry of New Jersey
- William Paterson College

NEW YORK
- Adelphi University
- Alfred University
- City College of CUNY
- College of Mount Saint Vincent
- College of New Rochelle
- Columbia University Teachers College
- Columbia University
- D'Youville College
- Daemen College
- Dominican College of Blauvelt
- Elmira College
- Hartwick College
- Hunter College of CUNY
- Lehman College of CUNY
- Long Island University
- Long Island University-C.W. Post Campus
- Molloy College
- Mt. Saint Mary College
- Nazareth College of Rochester
- New York University
- Niagara University
- Pace University
- Roberts Wesleyan College
- Russell Sage College
- St. Joseph's College
- SUNY College at Brockport
- SUNY College at Plattsburgh
- SUNY Health Science Center/Brooklyn
- SUNY Health Science Center/Syracuse
- SUNY Inst. of Tech. at Utica/Rome
- SUNY/Binghamton
- SUNY/Buffalo
- SUNY/College at New Paltz
- SUNY/Stony Brook
- Syracuse University
- University of Rochester
- Utica College of Syracuse University
- York College of CUNY

PENNSYLVANIA
- Bloomsburg University
- California University of Pennsylvania
- Carlow College
- Cedar Crest College
- College Misericordia
- East Stroudsburg University

PENNSYLVANIA, CONTINUED
- Eastern College
- Edinboro University of Pennsylvania
- Gannon University
- Gwynedd-Mercy College
- Hahnemann University
- Holy Family College
- Immaculata College
- Indiana University of Pennsylvania
- La Salle University
- Lycoming College
- Marywood College
- Messiah College
- Millersville University
- Neumann College
- Pennsylvania State University
- Saint Francis College
- Slippery Rock University
- Temple University
- Thiel College
- Thomas Jefferson University
- University of Pennsylvania
- University of Pittsburgh
- University of Scranton
- Villanova University
- Waynesburg College
- West Chester University
- Widener University
- Wilkes University
- York College of Pennsylvania

RHODE ISLAND
- Rhode Island College
- Salve Regina College
- University of Rhode Island

VERMONT
- University of Vermont

MIDWESTERN REGION

ILLINOIS
- Aurora University
- Barat College & University of Health Sciences
- Bradley University
- Chicago State University
- Concordia-West Suburban College of Nursing
- Culver Stockton-Blessing College of Nursing
- DePaul University
- Elmhurst College
- Governors State University
- Illinois Wesleyan University
- Loyola University of Chicago
- MacMurray College
- McKendree College
- Mennonite College of Nursing
- Millikin University
- North Park College
- Northern Illinois University
- Rockford College

ILLINOIS, CONTINUED
- Rush University
- Sangamon State University
- Southern Illinois University
- St. Francis Medical College
- St. Joseph College of Nursing
- St. Xavier College
- Trinity Christian College
- University of Illinois

INDIANA
- Anderson University
- Ball State University
- DePauw University
- Goshen College
- Indiana State University
- Indiana University
- Indiana University-Purdue University
- Indiana Wesleyan University
- Marian College
- Purdue University
- Purdue University-Calumet Campus
- Saint Francis College
- Saint Mary's College
- The University of Indianapolis
- University of Evansville
- University of Southern Indiana
- Valparaiso University

IOWA
- Briar Cliff College
- Coe College
- Grand View College
- Luther College
- Marycrest College
- Mount Mercy College
- University of Iowa

KANSAS
- Bethel College of Kansas
- Fort Hays State University
- Kansas Wesleyan University
- St. Mary College
- St. Mary of the Plains College
- The Wichita State University
- University of Kansas Medical Center
- Washburn University of Topeka

MICHIGAN
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Hope/Calvin Colleges
- Lake Superior State University
- Madonna College
- Mercy College of Detroit
- Michigan State University
- Northern Michigan University
- Oakland University
- Saginaw Valley State University
- University of Michigan, UMMC
- Wayne State University

MINNESOTA
- Augsburg College
- Bethel College of Minnesota
- College of St. Benedict
- College of St. Scholastica
- Mankato State University
- Metropolitan State University
- Minnesota Intercollegiate Nursing Consortium
- University of Minnesota
- Winona State University

MISSOURI
- Avila College
- Central Methodist College
- Deaconess College of Nursing
- Graceland College
- Hannibal-LaGrange College
- Northeast Missouri State University
- Research College of Nursing
- Saint Louis University
- Southeast Missouri State University
- Southwest Missouri State University
- University of Missouri-Columbia
- University of Missouri-Kansas City
- University of Missouri-St. Louis
- Webster University
- William Jewell College

NEBRASKA
- Bishop Clarkson College
- Creighton University
- Midland Lutheran College
- Nebraska Methodist College
- University of Nebraska

NORTH DAKOTA
- Jamestown College
- Medcenter One College of Nursing
- Minot State College
- Tri-College University
- University of Mary
- University of North Dakota

OHIO
- Ashland University
- Capital University
- Case Western Reserve University
- Cedarville College
- Cleveland State University
- College of Mount St. Joseph
- Franciscan University of Steubenville
- Kent State University
- Lourdes College
- Malone College
- Medical College of Ohio
- Miami University
- Ohio State University
- Ohio University
- Ohio Wesleyan University
- University of Akron
- University of Cincinnati

OHIO, CONTINUED
- Ursuline College
- Walsh College
- Wright State University
- Xavier University
- Youngstown State University

SOUTH DAKOTA
- Augustana College
- South Dakota State University

WISCONSIN
- Alverno College
- Cardinal Stritch College
- Carroll College
- Concordia University Wisconsin
- Edgewood College
- Marian College of Fond du Lac
- Marquette University
- Silver Lake College
- University of Wisconsin-Eau Claire
- University of Wisconsin-Green Bay
- University of Wisconsin-Madison
- University of Wisconsin-Milwaukee
- University of Wisconsin-Oshkosh
- Viterbo College

SOUTHERN REGION

ALABAMA
- Auburn University
- Auburn University at Montgomery
- Jacksonville State University
- Samford University
- The University of Alabama
- Troy State University
- Tuskegee University
- University of Alabama at Birmingham
- University of Alabama-Huntsville
- University of South Alabama

ARKANSAS
- Arkansas State University
- Arkansas Tech University
- Harding University
- Henderson State University
- University of Arkansas at Pine Bluff
- University of Arkansas for Medical Sciences
- University of Arkansas-Monticello
- University of Central Arkansas

FLORIDA
- Barry University
- Bethune-Cookman College
- Florida A & M University
- Florida Atlantic University
- Florida International University
- Florida State University
- Jacksonville University
- Pensacola Christian College
- University of Central Florida

FLORIDA, CONTINUED
- University of Florida
- University of North Florida
- University of South Florida
- University of Tampa
- University of West Florida

GEORGIA
- Albany State College
- Armstrong State College
- Brenau College
- Clayton State College
- Columbus College
- Emory University
- Georgia College
- Georgia Southern College
- Georgia Southwestern College
- Georgia State University
- Kennesaw State College
- Medical College of Georgia
- North Georgia College
- Valdosta State College

KENTUCKY
- Bellarmine College
- Kentucky Wesleyan College
- Morehead State University
- Northern Kentucky University
- University of Kentucky
- University of Louisville
- Western Kentucky University

LOUISIANA
- Grambling State University
- Louisiana College
- Louisiana State University Medical Center
- McNeese State University
- Northeast Louisiana University
- Our Lady of Holy Cross College
- Southeastern Louisiana University
- University of Southwestern Louisiana

MARYLAND
- Bowie State College
- College of Notre Dame of Maryland
- Columbia Union College
- Coppin State College
- Johns Hopkins University
- Salisbury State University
- Towson State University
- University of Maryland-Baltimore

MISSISSIPPI
- Alcorn State University
- Delta State University
- Mississippi College
- Mississippi University for Women
- University of Southern Mississippi
- University of Mississippi

NORTH CAROLINA
- Duke University
- East Carolina University

NORTH CAROLINA, CONTINUED
- Gardner-Webb College
- Lenoir-Rhyne College
- North Carolina A&T State University
- North Carolina Central University
- Queens College
- University of North Carolina-Chapel Hill
- University of North Carolina-Charlotte
- University of North Carolina-Greensboro
- University of North Carolina-Wilmington
- Western Carolina University
- Wingate College
- Winston-Salem State University

OKLAHOMA
- Central State University
- East Central University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma City University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State University
- The University of Tulsa
- University of Oklahoma

PUERTO RICO
- Humacao University College
- University of Puerto Rico-Arecibo
- University of Puerto Rico-Mayaguez

SOUTH CAROLINA
- Bob Jones University
- Clemson University
- Medical University of South Carolina
- University of South Carolina
- University of South Carolina at Aiken
- University of South Carolina-Spartanburg

TENNESSEE
- Austin Peay State University
- Belmont College
- Carson-Newman College
- East Tennessee State University
- Lincoln Memorial University
- Memphis State University
- Middle Tennessee State University
- Southern College of Seventh Day Adventists
- Tennessee State University
- Tennessee Technological University
- Union University
- University of Tennessee-Chattanooga
- University of Tennessee-Knoxville
- University of Tennessee at Martin
- University of Tennessee-Memphis
- Vanderbilt University

TEXAS
- Angelo State University
- Baylor University
- Corpus Christi State University
- Dallas Baptist College

TEXAS, CONTINUED
- Incarnate Word College
- Midwestern State University
- Prairie View A & M University
- Southwestern Adventist College
- Texas Christian University
- Texas Tech Univ. Health Science Center
- Univ. of Texas Health Science Ctr-Houston
- Univ. of Texas Health Science Ctr-San Antonio
- University of Mary Hardin-Baylor
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-El Paso
- University of Texas-Galveston
- University of Texas-Tyler
- West Texas State University

VIRGINIA
- Eastern Mennonite College
- George Mason University
- James Madison University
- Liberty University
- Lynchburg College
- Marymount University
- Norfolk State University
- Old Dominion University
- Radford University
- University of Virginia
- Virginia Commonwealth University

WEST VIRGINIA
- Marshall University
- University of Charleston
- West Virginia University
- West Virginia Wesleyan College

WESTERN REGION

ALASKA
- University of Alaska Anchorage

ARIZONA
- Grand Canyon University
- Northern Arizona University
- University of Arizona
- University of Phoenix

CALIFORNIA
- Azusa Pacific University
- California State University-Bakersfield
- California State University-Chico
- California State University-Fresno
- California State University-Fullerton
- California State University-Hayward
- California State University-Long Beach
- California State University-Sacramento
- California State University-Stanislaus
- Dominican College of San Rafael
- Holy Names College
- Humboldt State University
- Mt. St. Mary's College

CALIFORNIA, CONTINUED
- Samuel Merritt-Saint Mary's
- San Diego State University
- San Francisco State University
- San Jose State University
- University of California-Los Angeles
- University of California-San Francisco
- University of San Diego
- University of San Francisco
- University of Southern California

COLORADO
- Beth El College of Nursing
- Metropolitan State College
- Regis College
- Univ. of Colorado Health Science Center
- University of Northern Colorado

HAWAII
- Hawaii Loa College
- University of Hawaii at Manoa

IDAHO
- Boise State University
- Idaho State University
- Lewis Clark State College

MONTANA
- Montana State University
- Northern Montana College

NEVADA
- University of Nevada-Las Vegas
- University of Nevada-Reno

NEW MEXICO
- New Mexico State University
- University of New Mexico

OREGON
- Linfield College
- Oregon Health Sciences University
- Oregon Institute of Technology
- University of Portland

UTAH
- Brigham Young University
- University of Utah
- Westminster College

WASHINGTON
- Gonzaga University
- Intercollegiate Center for Nursing Education
- Pacific Lutheran University
- Saint Martin's College
- Seattle Pacific University
- Seattle University
- University of Washington
- University of Wyoming

APPENDIX D

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.

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